



From the Chairperson of the SDRCC
Brad Kielmann / July 2, 2025

2024-25

SDRCC

**ANNUAL
REPORT**

abuse-free
SPORT
sans abus


CRDSC SDRCC
Centre de Règlement des Différends Sportifs du Canada
Sport Dispute Resolution Centre of Canada

LAND ACKNOWLEDGEMENT

In the spirit of reconciliation, we would like to acknowledge that the land on which the SDRCC office sits, is the traditional and unceded territory of the Kanien'kehá:ka people, part of the Haudenosaunee Confederacy, a place which has long served as a site of meeting and exchange among nations.

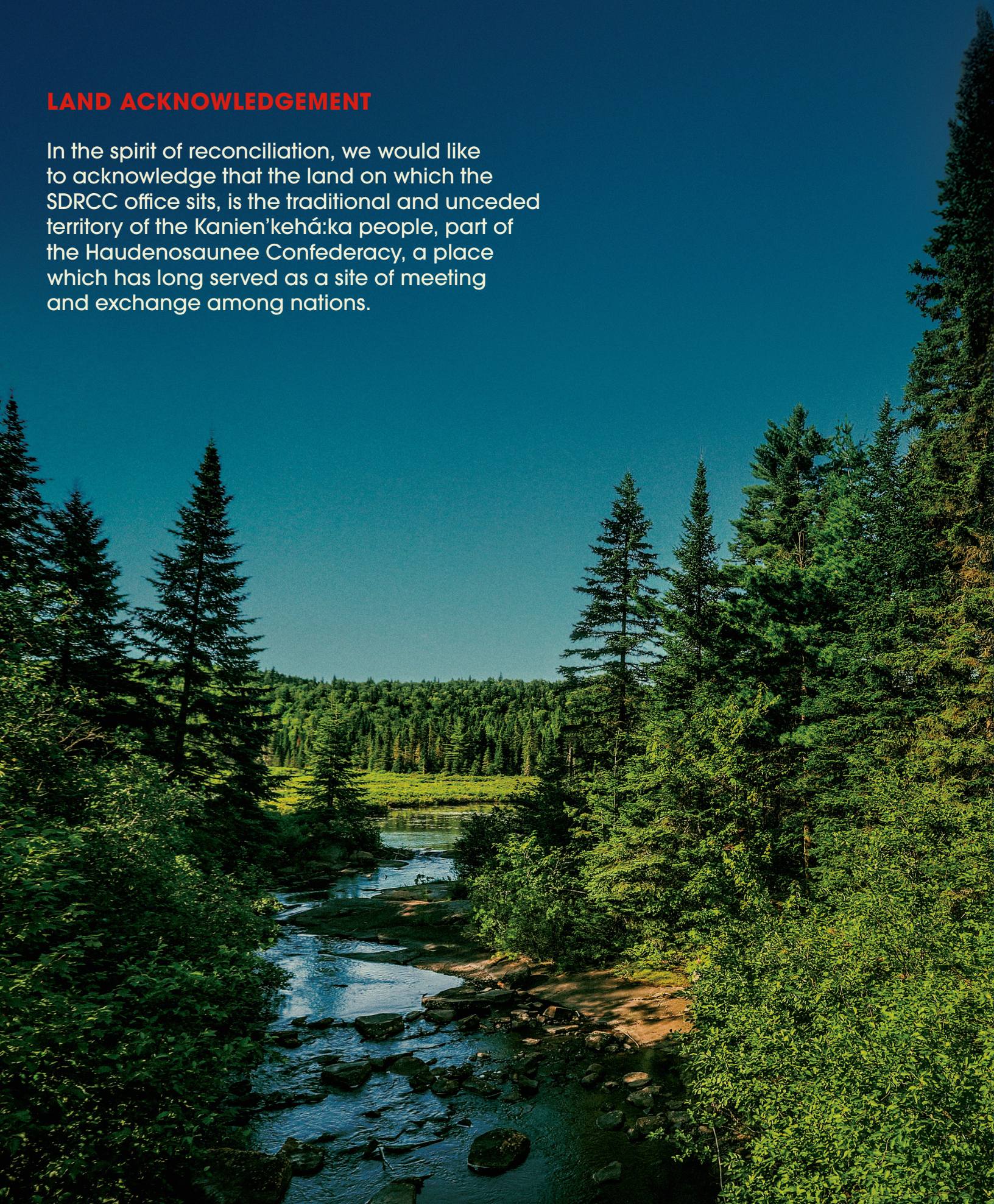




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About the Centre

The Sport Dispute Resolution Centre of Canada (the “Centre” or the “SDRCC”) was created in March 2003 by an Act of Parliament, the *Physical Activity and Sport Act* (the “Act”). The Board of Directors of the Centre (the “Board”) is comprised of voluntary members and has the mandate to direct the Centre and oversee its activities. The Board is appointed by the federal Minister responsible for sport.

This report reviews the operations and assesses the results of the activities of the Centre for the Period from April 1, 2024, to March 31, 2025 (the “Period”).

OUR MISSION

In accordance with Section 10 of the Act to promote Physical Activity and Sport, which created the Centre, and to respond to the needs of sport community, our mission is to provide to the sport community a) a national alternative dispute resolution service for sport disputes; and b) expertise and assistance regarding alternative dispute resolution.

OUR VISION

A culture of fairness, integrity and respect is embraced in Canadian sport and beyond.

OUR VALUES

These foundational values guide and inspire our actions and decisions.

Collaboration – We actively foster collaboration within and outside our organization to leverage diverse perspectives and achieve collective goals.

Integrity – We constantly strive to earn our clients’ and partners’ trust through transparency, competence and high standards of ethical conduct.

Fairness – We are independent, impartial and respectful of all parties so our clients and partners can count on us to be fair.

Excellence – We achieve our mission by being efficient, accessible, professional and compassionate.

Human Rights – People are at the centre of what we do. As such we are committed to upholding and promoting human rights, ensuring that our actions and decisions contribute to a just and equitable society.

ORGANIZATION HISTORY AND PROFILE

The Centre was established to offer the Canadian sport community the necessary tools to prevent conflicts and, when they are inevitable, to resolve them.

Following extensive consultations in the sport community and collaboration between several key sport organizations in Canada, the interim predecessor of the Centre, the ADRsportRED Program, was launched in January 2002 to offer dispute resolution services to the sport community at the national level.

When the *Physical Activity and Sport Act* received Royal Assent in March 2003, the Centre was officially established as an independent organization with a mission to provide to the sport community a national alternative dispute resolution (ADR) service for sports-related disputes. The Centre officially began its operations in April 2004 and it assumed responsibility for hearing all doping cases in Canada starting in June 2004.

In addition to the activities of the Tribunal, the Dispute Prevention Resource Centre provides members of the Canadian sport community with tools to help prevent and reduce the occurrence or severity of sports-related disputes.

Since 2018, the Centre has put forward several initiatives aimed at helping the sport community better address abuse and harassment complaints, including an Investigation Unit, the Canadian Sport Helpline and the Safeguarding Tribunal, a new division specialized in hearing disputes pertaining to allegations of harassment and abuse. In 2021, the Minister responsible for sport designated the Centre to deliver an independent safe sport mechanism at the national level to administer the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). These programs were further enhanced as part of the creation of the Abuse-Free Sport program that was launched in June 2022 and provided a full range of services until March 31, 2025, when the Canadian Safe Sport Program (CSSP) launched its operations.



Message from the Chairperson and Chief Executive Officer

It is an understatement to write that the year 2024–2025 was marked by change and disruption at the Centre. As the Abuse-Free Sport program is wrapping up, we wish to recognize the amazing people who helped build it and celebrate the unique accomplishments which we hope will have long-lasting, positive effects on Canadian sport.

OUR PEOPLE

The transition of the Office of the Sport Integrity Commissioner (OSIC) to the Canadian Centre for Ethics in Sport (CCES) presented several unanticipated challenges that placed pressure on all participants to ensure the transition was as smooth as possible.

We commend those employees for their resilience and for those who accepted to put their next career on pause for the good of the program and for their unwavering commitment to act in the best interest of the parties. This includes the interim Commissioner and his Special Advisor who have also put their legal careers on hold for a much longer period than expected.

Over this extended transition period, we had to part ways with many of our friends and colleagues, staff members, helpline operators, working group experts and athlete advisors, not to mention the volunteers of the Maltreatment in Sport Sanctions Council who devoted countless hours to the program. These also include many external contributors who helped shape the Abuse-Free Sport program through early initiatives such as the proposal for a Sport Ombuds in 2017, the creation of the first Investigation Unit in 2018, the establishment of the Canadian Sport Helpline in 2019 and the launch of the Safeguarding Tribunal in 2021.

Despite the challenges, along with some ongoing uncertainty surrounding board appointments, all twelve directors have remained active, dedicated and unconditionally engaged to offer unwavering support to the staff and the management team through the transition.

OUR ACCOMPLISHMENTS

Above and beyond having helped hundreds of participants at the national level of the sport system in addressing situations that made them feel unsafe, the Centre served thousands more at other levels through its extended service offerings. As the Abuse-Free Sport program wraps up, it is important to celebrate some groundbreaking accomplishments and the impact they had on the safe sport movement in our country:

- To better understand the conditions that enable maltreatment to occur in sport and to learn how it can be prevented or better addressed, the Centre stimulated safe sport research in Canada, awarding grants and publishing reports for all Canadians to benefit from the learnings of seasoned academics. While collecting data to better understand the context and conditions under which maltreatment occurs or pervades, safe sport researchers also helped identify solutions to prevent maltreatment by evaluating the effects of initiatives aimed at creating healthier sport environments;
- With its landmark initiative of sport environment assessments, the Centre laid the foundations of a framework to address alleged systemic issues in specific sport locales, with the completion of monitoring phases being paramount to increase accountability for those responsible for these environments, to the benefit of both current and future participants;
- The Centre, through its confidential national helpline, empathetically listened to thousands of athletes, parents and others actors of the sport system to guide them in finding resources to help with inappropriate situations they experienced or witnessed;
- The Centre developed Canada's first comprehensive national maltreatment complaint management system, from intake and investigations, to decisions and appeals, which served as a foundation for the CCES in building its Canadian Safe Sport Program. The model is also inspiring provincial and territorial programs slowly evolving across the country;



- Recognizing that a one-size-fits-all approach is not aligned with best practices in education, the Centre accredited various training and education initiatives compliant with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport. Developed by sport partners across the country, these programs target athletes, parents, coaches, officials, activity leaders and bystanders, among others. This safe sport education library recognizes the creativity and variety of impactful education aimed at changing behaviours in the sport system;
- Long awaited by many, the public sanctions registry adds another layer of protection by providing sport leaders in all corners of our very segmented sport system an additional resource to vet the suitability of candidates for their own programs. Now adopted by the CCES, it is an essential component of the fight against maltreatment in sport and it supports and promotes the protection of the public;
- The Centre's expanded roster of mediators and arbitrators, now featuring increased expertise in trauma-informed practices, will continue to conduct safe sport mediations, arbitrations and appeals under the CSSP for lasting impact.

We are mindful that Abuse-Free Sport generated mixed feelings in the sport system, for some relief and hope for a better sport, for others an unwelcome change that disrupted the status quo. It was imperfect, of course, built with few models around the world to look up to, with immense pressure from advocacy groups and public leaders. Despite some natural friction, we are proud to have accomplished something amazing that will forever change the sport system in Canada. We have helped hundreds of individuals who were being harassed, abused and victimized in the context of their participation in sport. The Centre's safe sport efforts will have made Canadian sport stronger and we can only hope that it will continue to become safer with time, not only at the national level but all the way to the grassroots, where proper patterns of behaviour need to be taught, reinforced and replicated.

As we are both bowing down and leaving the Centre in very capable hands, we are immensely grateful to have contributed to this legacy and to the people who helped us along the way.

Brad Kielmann

Chairperson of the Board of Directors

Marie-Claude Asselin

Chief Executive Officer

Board of Directors

The Board is appointed by the Minister responsible for sport. It reflects regional and cultural diversity, and is representative of the Canadian sport system. The Board must include a minimum of three athletes, a coach, a representative of a National Sport Organization and a representative of a Major Games Organization. Collectively, they demonstrate significant knowledge of the Canadian sport system, the nature of disputes that may arise, and expertise in alternate dispute resolution and the maintenance of an alternate dispute resolution system.

BOARD OF DIRECTORS AND COMMITTEE MEMBERSHIP

Brad Kielmann (Surrey, BC) *(until July 2, 2025)*
Chairperson of the Board of Directors
Chairperson, Executive Committee
Sport Integrity Committee
(The Chairperson is an ex officio member of all committees except the Audit & Finance Committee)

Aaron Bruce (Ottawa, ON) *(until July 2, 2025)*
Chairperson, Audit & Finance Committee
Executive Committee

Katie Damphouse* (Waterloo, ON)
ADR Services Committee
Professional Conduct Committee
Sport Integrity Committee

Kevin Kelly* (Calgary, AB)
Chairperson, Professional Conduct Committee
ADR Services Committee

Danielle Lappage* (Vancouver, BC)
ADR Services Committee
Athlete Advisory Committee
Audit & Finance Committee
Sport Integrity Committee

Lanni Marchant (London, ON) *(until July 2, 2025)*
Chairperson, Athlete Advisory Committee
Professional Conduct Committee
Sport Integrity Committee

Alice Strachan* (Georgetown, ON)
Chairperson, Sport Integrity Committee
Professional Conduct Committee

Marie-Claude Asselin (Saint-Hubert, QC)
Chief Executive Officer
(The CEO is an ex officio member of the Board and all committees)

Pierre Chabot (Lorraine, QC)
Chairperson, ADR Services Committee
Audit & Finance Committee
Executive Committee

Iñaki Gomez (Vancouver, BC) *(until July 2, 2025)*
Professional Conduct Committee
Sport Integrity Committee

Heather Kemkaran-Antymnuik (Winnipeg, MB)
Audit & Finance Committee
Sport Integrity Committee

Nick Lenehan* (Halifax, NS)
ADR Services Committee
Executive Committee
Professional Conduct Committee

Dorianne Mullin (Dartmouth, NS)
Audit & Finance Committee
Executive Committee

Board Members' biographies are available on the Centre's website: www.crdsc-sdrcc.ca

* The Centre is awaiting the reappointment of five Board members: Katie Damphouse, Kevin Kelly, Nick Lenehan, and Alice Strachan (whose first mandate ended on November 30, 2024) and Danielle Lappage (whose first mandate ends on the date of publication of this report). Pursuant to the Centre's By-Laws, these members remain active until they are replaced by the Secretary of State (Sport).



Athlete Advisory Committee

The Athlete Advisory Committee, initially established for the purpose of the Abuse-Free Sport program, has become a standing committee reporting to the Board and advising on all relevant aspects of the Centre's business. The following individuals have served on the committee:

- | | | | |
|----------------------------------|--------------------|------------------------|---------------------|
| • Lanni Marchant,
Chairperson | • Amy Burk | • Rachel Nicol | • Emma Spence |
| • Cynthia Appiah | • Annie Fergusson | • Quinn | • Katherine Uchida |
| • Angeline Bellehumeur | • Danielle Lappage | • Alicia Renaud-Paquin | • Micheal Whitehead |
| | • Carolyn Lindner | • Lindsay Smith | • Erin Willson |

Staff

At the time of publication, the Centre has 21 staff members, three of whom are part-time, however with the closure of the Abuse-Free Sport program, this number will reduce to 11 after July 31, 2025:

ADMINISTRATION:

- Marie-Claude Asselin, Chief Executive Officer
- Tanya Gates, Director of Operations
- Claudine Lanouette, Director of Finance
- Michael Vamelkin, IT Technician
- Stéphanie Houle, Executive Assistant
- Liane Mendelsohn, Administrative Support

DISPUTE RESOLUTION SECRETARIAT:

- Alexandra Lojen, Senior Manager, Tribunal
- Guillaume Boisseau, Case Manager
- Rachel Leblanc-Bazinet, Case Manager
- Kathy Dufour, Case Manager

RESOURCE CENTRE:

- Liddia Touch Kol, Resource Centre Manager
- Nikolas Martin, Support and Wellness Coordinator
- Owen Bravo, Education and Policy Support Coordinator

OFFICE OF THE SPORT INTEGRITY COMMISSIONER: (until July 31, 2025)

- André Lepage, Interim Commissioner
- Valérie Allard, Special Advisor to the Interim Commissioner
- Kirsten Whelan, Director of Case Management Operations
- Sarah Atkinson, Senior Advisor, Investigations and Assessments
- Ashley Csiszer, Program Specialist
- Aymen Benbouzid, Program Coordinator
- Emma Nuara, Program Coordinator
- Isabelle Fraser, Administrative Assistant

BOOKKEEPING SERVICES:

The Regroupement Loisir et Sport du Québec (RLSQ) provides bookkeeping services to the Centre.

AUDITOR:

The firm Baker Tilly Canada, Chartered Professional Accountants, was appointed by the Board of Directors as the independent auditor for the 2024–2025 Period.

Highlights from 2024–2025

ACHIEVING OUR OBJECTIVES:

PRIORITY AREA 1

OFFERING MEANINGFUL DISPUTE RESOLUTION SERVICES

1.1 Renew the roster of mediators and arbitrators to respond to the evolving needs in the tribunal services

Following a call for applications for mediators and arbitrators issued in October 2024, a record number of applications were received. The ADR Services Committee held numerous selection meetings and a roster of 24 arbitrators, 30 mediators, and 22 med/arb neutrals was approved by the SDRCC Board of Directors. The roster is comprised of dispute resolution professionals from across all Canadian provinces, with a ratio of 51% men and 49% women. Notable impacts of this recruitment include a more diverse roster and an increased level of expertise in trauma-informed dispute resolution.

A working group was established to conduct a thorough review and update of the Canadian Sport Dispute Resolution Code as required to, among other changes, adapt to the CSSP. The new version of the Code came into effect on April 1, 2025.

1.2 Collaborate with relevant stakeholders to assess the dispute resolution services needed to address competition manipulation

Discussions were held with the CCES regarding the role of the SDRCC in an eventual national competition manipulation program, and a new clause was added to the Canadian Sport Dispute Resolution Code in anticipation of some related matters requiring dispute resolution services. Tribunal staff attended a two-day conference presented by the Council of Europe's project Addressing Competitions Manipulation Together on the theme of combating the manipulation of sports competitions and illegal betting.

1.3 Develop new resources to support unrepresented parties through the dispute resolution process

User-friendly online tribunal forms, which contain links to relevant resources and the Canadian Sport Dispute Resolution Code, were developed. The forms are more interactive, only showing required fields based on the nature of the issues at stake, to simplify their completion

by first-time users. Additional guidance is also provided through these forms to simplify the selection of dispute resolution professionals from the relevant rosters.

1.4 Design a new fee-for-service framework for the provision of case management and dispute resolution services

Agreements were signed with seven sport organizations that are not federally funded to provide doping arbitration services under the Canadian Sport Dispute Resolution Code on a fee-for-service basis. Fee-for-service or cost recovery arbitration and mediation services for other types of disputes were provided as requested. In total, fee-for-service requests were received for four doping matters, six safeguarding matters and 10 ordinary cases during the Period.

PRIORITY AREA 2

BUILDING A SAFER AND FAIRER SPORT SYSTEM

2.1 Collaborate with experts to better understand the needs of the sport community and to develop practical dispute prevention tools and resources

Nine new safe sport education offerings were recognized by the Abuse-Free Sport Education Accreditation program during the Period. Four reports from the Abuse-Free Sport Research Grant program were also published. A second research symposium was held in Winnipeg, Manitoba, in partnership with Anti-Racism in Sport, at which 19 researchers were invited to present 16 projects funded by the Abuse-Free Sport Research Grant program.

Five Sport Environment Assessments were completed during the Period, concerning four national and one provincial sport organization. Monitoring phases were started for the first four assessments completed, but paused on March 31, 2025 due to lack of funding to complete them in the year 2025–2026. After the publication of the phase 1 report of the sport environment assessment on Hockey Canada and hockey in Canada, the full assessment was completed during the Period, with the final report published on May 8, 2025. As of the date of publication, discussions are still underway between the Centre and Sport Canada regarding funding for the continuation of the monitoring phases for all assessments completed to date.



2.2 Continue to provide meaningful dispute prevention education through the delivery of workshops and webinars

The Centre's staff conducted 30 presentations or workshops, including a panel session at the 2025 Sport for Life Summit. Prevention and resolution tools and resources were distributed with the Centre's kiosk at five sport community events.

Abuse-Free Sport webinars were offered on best practices for sport organizations with respect to cultural shift and organizational buy-in, and on preserving relationships in safe sport disputes. These sessions were attended by athletes, coaches, administrators and staff from organizations at all levels of the sport system.

2.3 Increase sport community engagement and awareness through the development and implementation of a communications strategy

To enhance engagement and awareness, a monthly social media calendar was used to promote all of the Resource Centre publications, additions to the Abuse-Free Sport education library, and research reports by Abuse-Free Sport grant recipients on Facebook, LinkedIn and X.

An orientation session on SDRCC programs and services was delivered to newly hired national sport organizations' Chief Executive Officers or Executive Directors.

2.4 Contribute to the development of policy templates and guides for implementation to organizations at all levels of the sport system

In collaboration with an external subject matter experts, policy templates on education and awareness, hiring, interactions, duty to report, and confidentiality were developed along with a comprehensive user guide. The policy templates have been divided into three tiers (1, 2, and 3) to assist administrators, coaches, Board members, and stakeholders assess the operational level of their sport organization and tailor their policies, procedures and practices accordingly. Each tier represents a different level of organizational structure, resources, commitments and capacities. A webinar introducing the new templates was held in March 2025.

2.5 Maintain the services of the Abuse-Free Sport Helpline and of the legal aid program and augment the mental health support services

The Abuse-Free Sport Helpline handled a record number of 2162 inbound emails and phone calls during the Period, from members of the sport community requesting assistance. The most common concerns identified included bullying (178), verbal abuse (121), abuse of power (120), and psychological abuse (83). Of the calls/messages received by the helpline, 55% came from individuals at the club/recreational level. The remainder came from individuals at the national (13%), provincial/territorial (13%), and university or college (6%) levels, with some clients not disclosing such information. The service was shut down on March 31, 2025, after six full years of operations.

The Abuse-Free Sport Legal Aid program received 58 new requests and provided 43 eligible participants access, at no cost to them, to legal advice while navigating the complaint management or Sport Environment Assessment processes during the Period. Through collaboration with the Canadian Centre for Mental Health and Sport, the Abuse-Free Sport Mental Health program was also able to facilitate access to professional mental health services for 21 eligible participants.

2.6 Establish service standards and refine internal procedures to improve effectiveness of OSIC complaint management

A safe sport policy taskforce was established, including external subject matter experts, to propose improvements to existing Abuse-Free Sport policies and to develop new ones to address evolving needs and refine the complaint management process. Policies regarding provisional measures, violations and sanctions, and mandatory mediation were revised and/or issued along with the Director of Sanctions and Outcomes' Review of Mediated Settlements policy.

Fourteen new bilingual members of the Investigation Unit (IU) were recruited during the Period and the mandate, terms of reference and remuneration policy of the IU were updated. A toolkit was developed on best practices in safe sport investigations and in report writing for the benefit of members of the IU.

Following a review process conducted by independent experts into the OSIC complaint management process, a summary report of the External Review Committee findings, recommendations and action plan was published in September 2024. All but two recommendations were implemented by the Abuse-Free Sport program, leaving two for the CCES to implement as part of the new CSSP.

2.7 Continue to deliver on all existing services of Abuse-Free Sport program, with no impact on client experience, through its transition out of the Centre

The OSIC continued to offer complaint management services during the Period and handled a record number of complaints and reports in its second full year of operations, although fewer of them were deemed admissible. Exceptionally, at the request of Sport Canada and to ease the transition of its responsibilities to the CCES, the OSIC held in abeyance all matters brought to it between February 1, 2025, and March 31, 2025. More detailed program statistics are available in later sections of the present report.

2.8 Collaborate with the Government of Canada for a successful transition of OSIC

The Centre's management worked closely with the Government of Canada to facilitate the transfer to the CCES of the responsibility to administer the UCCMS. This included accepting to extend the complaint management services of the OSIC for an extra four months after the initially announced transition date. The main concern at the time was the number of cases that the CCES would have to handle on its first day of operations, April 1, 2025. The objective of the OSIC during the extension, ongoing as of the publication of this report, is therefore to close as many cases as possible before the remaining ones are transferred to the CCES.

The Government of Canada was instrumental in arriving at such solution, by extending the required funding to the Centre to maintain the OSIC operations until July 31, 2025.

PRIORITY AREA 3 ENSURING ORGANIZATIONAL EXCELLENCE AND SUSTAINABILITY

3.1 Perform a review of the Centre's governance practices and develop an action plan to ensure compliance with the Canadian Sport Governance Code

As stipulated in the Physical Activity and Sport Act, SDRCC Board members are appointed by the Minister responsible for sport. A new athlete representative was appointed to the Board of Directors by the Minister of Sport and Physical Activity in August 2024 to replace an athlete representative who resigned in September 2023. A comprehensive orientation was provided as part of the onboarding process.

In June 2024, letters were sent to the Minister of Sport and Physical Activity from seven Board members seeking a mandate renewal. The Minister renewed the first three in September but, at the end of the Period, the SDRCC was still awaiting a response to the four other mandate renewals requested, as well as a call for nominations to replace four Board members whose mandates expire on July 2, 2025, including the Chairperson.

An analysis was conducted to compare the Centre's governance requirements under the Act with the Canadian Sport Governance Code. The remainder of the work in this area was stayed until Board membership is stabilized.

3.2 Continue to promote a respectful working environment for employees, volunteers and dispute resolution professionals

External expertise was engaged to develop an EDI Action Plan. Some recommendations were implemented before the end of the Period and others were prioritized for implementation, subject to funding.

As part of the Centre's commitment to promoting and ensuring a safe and healthy work environment, an employee health and safety committee was established and regular meetings were held. Committee members from each department collaborated to develop a focused collection of health and wellness resources that are available to all employees.



Many employees, Board members, professionals and volunteers obtained their certification in Mental Health Foundations and Mental Health Foundations for Leaders through the Headversity online platform.

The Centre maintained the services of its independent third party and has not been advised of any concern or complaint reported to it during the Period.

3.3 Ensure that the Centre's policies remain current and comply with the Act, its by-laws and any agreements to which the Centre is a party

The Centre's 2023–2024 Annual Report was delivered to the Minister of Sport and Physical Activity in July 2024 and its Annual Public Meeting was held in Brossard, Quebec, on September 23, 2024, with an option to participate virtually.

The Centre's Human Resources Policy was updated to take into consideration amendments to applicable labour laws, and a number of other policies were revised to incorporate more gender-neutral language.

The *Regroupement Loisir et Sport du Québec (RLSQ)*, a not-for-profit organization primarily servicing sport organizations, provided bookkeeping services for the Centre during the Period. The firm Baker Tilly audited the accounts and financial transactions of the Centre and submitted its written report to the Audit and Finance Committee of the Centre on June 18, 2025. The Auditor's Report was approved by the Board on June 25, 2025. The Auditor's Report, presented on page 28 of this report, states that the policies of the Centre are in accordance with Canadian accounting standards for not-for-profit organizations and that the Centre is economically dependent on government funding for its financial operations.

Sport Canada's core contribution to the Centre for the Period was **\$1,100,000**, of which an amount of **\$5,584** is deferred. Deferred government contributions of **\$3,364** are recognized. The approved financial statements show related expenses of **\$1,084,114** broken down as follows:

- **\$49,624** for administration, including office, accounting, communication and general administration;
- **\$39,152** for governance and compliance;


- **\$21,877** for official languages requirements, including the cost of translation for the Centre's documents and rulings;
- **\$258,545** for operations and programming, including the administration of cases, training for mediators and arbitrators, education and outreach; and
- **\$714,916** for human resources, including professional development as well as salaries and benefits for the Centre's staff.

Sport Canada's above reference level contribution to the Centre's Abuse-Free Sport program for the Period was **\$3,943,448** of which an amount of **\$130,180** is deferred and an amount of **\$143,448** is receivable. Deferred government contribution of **\$695,226** are recognized. The approved financial statements show related expenses of **\$4,508,494** broken down as follows:

- **\$493,352** for administration, including office, accounting, communication, general administration and amortization mainly for the Consent Database Platform;
- **\$17,183** for governance and compliance;
- **\$69,987** for official languages requirements, including the cost of translation for the Abuse-Free Sport program's documents and reports;
- **\$1,182,932** for operations and programming, including the Abuse-Free Sport Helpline, Sport environment assessments, complaint management, legal services, education and outreach;
- **\$337,082** for research on safe sport; and
- **\$2,407,958** for human resources, including professional development as well as salaries and benefits for the Abuse-Free Sport program's staff.

An excess of revenues over expenses for Core of **\$15,180** is realized for the Period and will therefore be returned to Sport Canada.

There is no excess of revenues over expenses for the Abuse-Free Sport program. An amount of **\$143,448** out of the **\$200,000** (5% of the Contribution Agreement) retained by Sport Canada is receivable for the Period.



A grant of **\$10,000** for special projects related to equity, diversity and inclusion was provided by Sport Canada and fully used.

The Centre generated **\$30,885** in independent revenues for the Period. Additionally, the Signatories Fund recorded a deficit of **\$252,947** for the Period.

As required by Section 32 of the Act, the Corporate Plan for the 2025–2026 fiscal year was delivered in electronic format to the Minister of Sport by March 1, 2025. The plan indicated that the Centre's strategic priorities for 2024–2028 would include: (1) offering meaningful dispute resolution services; (2) building a safer and fairer sport system; and (3) ensuring organizational excellence.

The Corporate Plan presented a budget that included core expenditures of \$2,110,000. The projected expenditures

included: \$257,400 for administration, \$56,600 for governance, \$82,500 for official languages, \$483,300 for operations, and \$1,230,200 for human resources.

On the initiative of Sport Canada, a special one-time funding of 1,500,000 was granted in order for the Centre to maintain the activities of the Office of the Sport Integrity Commissioner, the Abuse-Free Sport Legal Aid program, the Investigation Unit and the Director of Sanctions and Outcomes until July 31, 2025, to relieve the pressure on the CCES rolling out its Canadian Safe Sport Program on April 1, 2025. The projected expenditures included: \$59,000 for administration, \$11,000 for governance, \$68,000 for official languages, \$747,000 for operations, and \$615,000 for human resources.

During the Period, the Centre complied with all of its legislative and contractual obligations.

Dispute Resolution Secretariat Activities in 2024–2025

There were 106 new cases filed during the Period, originating from 41 different sports. The Ordinary Tribunal received 56 new requests, including six team selection matters related to the 2024 Olympic Games and three related to the 2024 Paralympic Games.

Among these cases, 19 were settled by consent agreement of the parties, for an overall settlement rate of 39%; 18 were resolved by way of arbitration; eight requests were withdrawn; seven cases were closed without a resolution being reached. The average duration of ordinary cases was 44 days, irrespective of the dispute resolution method used, except for four matters which remain in progress at the time of publishing.

Thirteen new doping violation assertions were filed with the Doping Tribunal; one case was decided by arbitration, five cases were resolved by a results management agreement between the accused and the CCES, and in four cases the athletes either admitted to the violation and accepted the sanction, or failed to challenge the violation assertion. Charges were withdrawn by the CCES in two instances.

The average duration of cases in the Doping Tribunal was 66 days, with one case in progress at the time of publishing. Services under the Doping Legal Aid program were requested by one athlete after being notified of an asserted anti-doping violation carrying a period of ineligibility of four or more years.

Seventeen mediations arising from the Abuse-Free Sport program were handled by members of the specialized safe sport mediators list and 18 challenges of Director of Sanctions and Outcomes (DSO) decisions were raised before the Safeguarding Tribunal. Among those Abuse-Free Sport cases, 10 were resolved by consent agreement of the parties, 15 were resolved through arbitration and two challenges were withdrawn. Six cases were terminated prior to a resolution being reached and were returned to OSIC for investigation or to continue the next steps in the complaint process. The settlement rate for safe sport mediation cases was 63%. The average duration of safeguarding cases was 94 days, irrespective of the dispute resolution method used, except for two matters which remain in progress at the time of publishing.



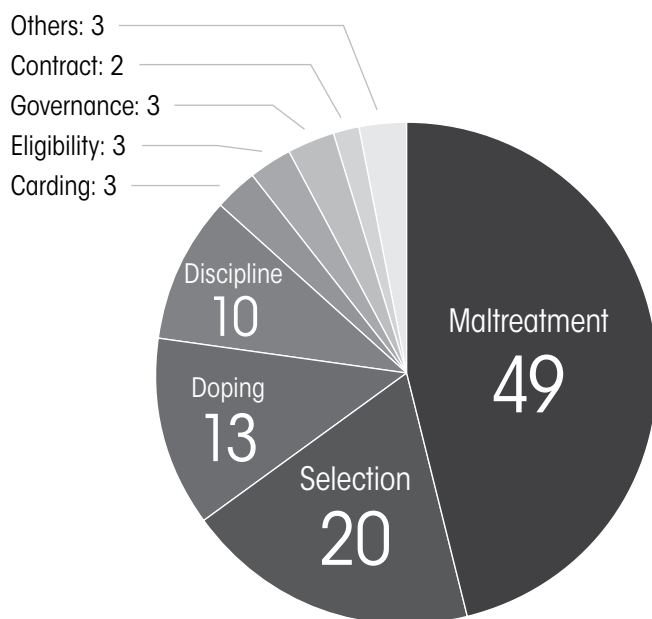
Two decisions of the Safeguarding Tribunal were brought before the Appeal Tribunal during the Period. Of those appeals, one was allowed and one was denied.

Parties to proceedings benefitted from access to free legal advice and services through the Centre's Pro Bono program. Partial statistics from an anonymous survey of the lawyers in the program showed that they were contacted by athletes,

parents, coaches, officials, and sport organizations at least 99 times and were able to assist in approximately one-third of these matters. The most prevalent reasons for turning down a case was that the timelines of the proceedings conflicted with prior commitments or the lawyers had already exceeded the pro bono hours allowed by their firms. Thanks to this service, members of the sport community saved an estimated \$255,675 in legal fees during the Period.

TYPE OF DISPUTE

The types of disputes brought before the Centre were as follows:



DISPUTES PER SPORT

Multiple requests were submitted from the following sports:

SPORT	NUMBER OF CASES	SPORT	NUMBER OF CASES
Ice Hockey	9	Baseball	2
Diving	8	Canoe-Kayak	2
Volleyball	8	Cricket	2
Gymnastics	6	Fencing	2
Archery	4	Freestyle Ski	2
Cycling	4	Karate	2
Football	4	Lacrosse	2
Soccer	4	Para-Cycling	2
Water Polo	4	Powerlifting	2
Weightlifting	4	Sailing	2
Equestrian Sport	3	Snowboard	2
Figure skating	3	Speed Skating	2
Alpine ski	2	Swimming	2

Sports from which only one dispute was submitted were: Artistic Swimming, Athletics, Ball Hockey, Biathlon, Broomball, Climbing, Cross Country Ski, Para Nordic Ski, Para Swimming, Rowing, Shooting, Snow Sports, Taekwondo, Tennis, and Wheelchair Rugby.

Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Result	Legal representatives
SDRCC 22-0609 Ordinary Tribunal Arbitration	Wrestling	Maltreatment	Service Provider	Richard Pound	731 days (November 22, 2022 to November 22, 2024)	Request granted	Mark Bourrie, André Marin & Adam P. Strömbergsson- DeNora (Service Provider), Rachel Allen, Jordan Goldblatt & Morgan McKenna (NSO), Yael Kogan, Michael Smith & Karen McArthur, (Affected Parties)
SDRCC 23-0665 Ordinary Tribunal Arbitration	Hockey	Maltreatment	Athlete		(August 8, 2023)	In progress	Daniel Babin & Michael Bookman (Athlete), Adam Klevinas (NSO)
SDRCC 23-0674 Ordinary Tribunal Arbitration	Weightlifting	Maltreatment	Coach	Paul Godin	470 days (September 6, 2023 to December 19, 2024)	Consent Settlement	Gilles Doré (Coach), Sébastien Pyzik (NSO), Claudel Nepton (Affected Party)
SDRCC 23-0685 Ordinary Tribunal Arbitration	Hockey	Maltreatment	Athlete		(November 27, 2023)	In progress	Adam Klevinas (NSO)
SDRCC 24-0704 Ordinary Tribunal Med/Arb	Hockey	Maltreatment	Athlete	Carol Roberts	184 days (February 28, 2024 to August 30, 2024)	Request denied	Peter Abrametz (Athlete), Adam Klevinas & Cristy Nurse (NSO)
SDRCC 24-0713 Ordinary Tribunal Resolution Facilitation	Baseball	Governance	NSO & PSO	Allan Stitt	32 days (May 2, 2024 to June 3, 2024)	Consent Settlement	
SDRCC 24-0714 Ordinary Tribunal Arbitration	Cricket	Selection	Athlete	David Merrigan	10 days (May 2 to May 12, 2024)	Request granted	Jaiveer Chauhan (Athlete)
SDRCC 24-0715 Ordinary Tribunal Arbitration	Cricket	Selection	Athlete	David Merrigan	10 days (May 2 to May 12, 2024)	Request granted	Jaiveer Chauhan (Athlete)
SDRCC 24-0716 Ordinary Tribunal Med/Arb	Hockey	Maltreatment	Coach	Sylvia Skratek	68 days (May 15, 2024 to July 22, 2024)	Request denied	Adam Klevinas (NSO)
SDRCC 24-0717 Ordinary Tribunal Early RF	Cross Country Ski	Selection	Athletes & NSO	Larry Banack	72 days (May 17, 2024 to July 28, 2024)	No settlement	
SDRCC 24-0718 Ordinary Tribunal Arbitration	Cycling	Selection	Athlete	Darlene Doiron	33 days (May 17, 2024 to June 19, 2024)	Request withdrawn	
SDRCC 24-0719 Ordinary Tribunal Early RF	Football	Discipline	Employees	Jonathan Fidler	66 days (June 4, 2024 to August 9, 2024)	No settlement	
SDRCC 24-0720 Ordinary Tribunal Med/Arb	Gymnastics	Field of Play Protest	Athletes	David Bennett	2 days (June 5 to June 7, 2024)	Request denied	
SDRCC 24-0721 Ordinary Tribunal Med/Arb	Alpine Ski	Selection	Athlete	Janice Johnston	71 days (June 6, 2024 to August 16, 2024)	Consent Settlement	Amanda Fowler & Tyler Matthews (Athlete)



Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Result	Legal representatives
SDRCC 24-0722 Ordinary Tribunal Med/Arb	Cycling	Selection	Athlete	Matthew Wilson	12 days (June 9 to June 21, 2024)	Request denied	
SDRCC 24-0723 Ordinary Tribunal Early RF	Football	Discipline	Employee & Volunteer	Céline Chopin	43 days (June 12, 2024 to July 25, 2024)	No settlement	
SDRCC 24-0724 Ordinary Tribunal Arbitration	Equestrian Sport	Selection	Athlete	Richard McLaren	10 days (June 14 to June 24, 2024)	Request granted	Carlos Lopez & Carlos Sayao (Athlete), Annie Bourgeois & Richard Martin (Affected Parties), Michelle Kropp (NSO)
SDRCC 24-0725 Ordinary Tribunal Early RF	Rowing	Selection	Athletes	Gordon Peterson	25 days (June 14, 2024 to July 9, 2024)	Consent Settlement	Adam Klevinas (NSO)
SDRCC 24-0726 Ordinary Tribunal Med/Arb	Water Polo	Selection	Athlete	Matthew Wilson	10 days (June 17 to June 27, 2024)	Request withdrawn	Adam Klevinas (NSO)
SDRCC 24-0727 Ordinary Tribunal Med/Arb	Para Swimming	Selection	Athlete	David Bennett	12 days (June 17 to June 29, 2024)	Request denied	Stephen Funk (Athlete), Benoit Girardin & Will Russell (NSO)
SDRCC 24-0728 Ordinary Tribunal Arbitration	Shooting	Selection	Athlete	Robert Wickett	6 days (June 18 to June 24, 2024)	Request denied	Tyler Matthews (Athlete), Will Russell (NSO)
SDRCC 24-0729 Ordinary Tribunal Early RF	Diving	Discipline	Athlete & NSO	Allan Stitt	12 days (June 20, 2024 to July 2, 2024)	Consent Settlement	
SDRCC 24-0730 Ordinary Tribunal Early RF	Diving	Discipline	Athlete & NSO	Nadini Sankar-Peralta	7 days (June 20 to June 27, 2024)	Consent Settlement	
SDRCC 24-0731 Ordinary Tribunal Arbitration	Equestrian Sport	Selection	Athlete	Peter Lawless	11 days (June 21, 2024 to July 2, 2024)	Request denied	Alicia Tymec (Athlete), Michelle Kropp (NSO)
SDRCC 24-0732 Ordinary Tribunal Early RF	Diving	Discipline	Athlete & NSO	James Minns	18 days (June 24, 2024 to July 12, 2024)	Consent Settlement	
SDRCC 24-0733 Ordinary Tribunal Early RF	Diving	Discipline	Athlete & NSO	Kimberly Cork	16 days (June 25, 2024 to July 11, 2024)	Consent Settlement	
SDRCC 24-0734 Ordinary Tribunal Early RF	Diving	Discipline	Athlete & NSO	Éric Ouellet	23 days (June 25, 2024 to July 18, 2024)	Consent Settlement	
SDRCC 24-0735 Ordinary Tribunal Early RF	Taekwondo	Eligibility	Athlete & NSO	Paul Fauteux	121 days (July 1, 2024 to October 30, 2024)	No settlement	Ève-Jacob-Tremblay (Athlete), Adam Klevinas (NSO)
SDRCC 24-0736 Ordinary Tribunal Med/Arb	Figure Skating	Carding	Athlete		58 days (July 3, 2024 to August 30, 2024)	Consent Settlement	Amanda Fowler & Andrew Smith (Athlete), Adam Klevinas (NSO)

Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Result	Legal representatives
SDRCC 24-0737 Ordinary Tribunal Arbitration	Para-Cycling	Selection	Athlete	Janie Soublière	13 days (July 9 to July 22, 2024)	Request denied	
SDRCC 24-0738 Ordinary Tribunal Arbitration	Para-Cycling	Selection	Athlete	Janie Soublière	11 days (July 11 to July 22, 2024)	Request denied	
SDRCC 24-0739 Ordinary Tribunal Arbitration	Karate	Selection	Athlete	Richard McLaren	12 days (July 18 to July 30, 2024)	Request denied	
SDRCC 24-0740 Ordinary Tribunal Arbitration	Snowboard	Selection	Athlete	Carol Roberts	47 days (July 21, 2024 to September 6, 2024)	Consent Settlement	Adam Klevinas (NSO)
SDRCC 24-0741 Ordinary Tribunal Med/Arb	Hockey	Maltreatment	Coach	Carol Roberts	108 days (July 22, 2024 to November 7, 2024)	Consent Settlement	Philip Star (Coach), Adam Klevinas (NSO)
SDRCC 24-0742 Ordinary Tribunal Resolution Facilitation	Snow Sports	Governance	NSOs	Allan Stitt	53 days (August 8, 2024 to September 30, 2024)	RF completed	
SDRCC 24-0743 Ordinary Tribunal Arbitration	Equestrian Sport	Maltreatment	Employers	Julie Hopkins	279 days (August 16, 2024 to May 22, 2025)	Request granted	Elizabeth Cordonier, Alexandre Maltas & Jill Wiberg (Employers), Michelle Kropp (NSO)
SDRCC 24-0744 Ordinary Tribunal Med/Arb	Cycling	Selection	Athlete		4 days (August 16 to August 20, 2024)	Request withdrawn	
SDRCC 24-0745 Ordinary Tribunal Med/Arb	Cycling	Selection	Athlete	Aaron Ogletree	9 days (August 20 to August 29, 2024)	Consent Settlement	Adam Klevinas (NSO)
SDRCC 24-0746 Ordinary Tribunal Early RF	Climbing	Discipline	Coach & NSO	Stephen Raymond	43 days (September 3, 2024 to October 16, 2024)	Consent Settlement	
SDRCC 24-0747 Ordinary Tribunal Arbitration	Lacrosse	Eligibility	PSO	Richard Pound	0 days* (September 9, 2024)	Request granted	
SDRCC 24-0748 Ordinary Tribunal Med/Arb	Hockey	Maltreatment	Athlete	Carol Roberts	84 days (September 18, 2024 to December 11, 2024)	Request denied	Adam Klevinas (NSO)
SDRCC 24-0749 Ordinary Tribunal Mediation	Freestyle Ski	Contract	Athletes	Gordon Peterson	139 days (September 19, 2024 to February 5, 2025)	No settlement	Emir Crowne & Amanda Fowler (Athletes), Robert J.C. Deane & Jan Storch (NSO)
SDRCC 24-0750 Ordinary Tribunal Resolution Facilitation	Ball Hockey	Membership	NSO & PSO	Peter Moraitis	103 days (August 1, 2024 to November 12, 2024)	Consent Settlement	
SDRCC 24-0751 Ordinary Tribunal Early RF	Baseball	Discipline	NSO & PSO	Louis-Marie Vachon	67 days (October 3, 2024 to December 9, 2024)	Request withdrawn	
SDRCC 24-0752 Ordinary Tribunal Arbitration	Redacted	Maltreatment	Employee	Jonathan Fidler (jurisdictional)	21 days (October 24, 2024 to November 14, 2024)	Jurisdiction denied	Michelle Kropp (Employee)

* When a case is resolved in less than 24 hours, the reported length of proceeding is 0 days.



Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the ORDINARY TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Result	Legal representatives
SDRCC 24-0753 Ordinary Tribunal Resolution Facilitation	Canoe-Kayak	Governance	Club, NSO & PSO	Hugh McCall	(November 12, 2024)	In progress	Will Russell (NSO)
SDRCC 24-0754 Ordinary Tribunal Resolution Facilitation	Para nordic ski	Others	Athlete & NSO	Paul Godin	113 days (November 25, 2024 to March 18, 2025)	Consent Settlement	Kevin Marshall (Athlete)
SDRCC 24-0755 Ordinary Tribunal Arbitration	Hockey	Maltreatment	Redacted	Carol Roberts	(November 28, 2024)	In progress	Giovanni Perri & David Pope (Redacted), Adam Klevinas (NSO)
SDRCC 24-0756 Ordinary Tribunal Early RF	Football	Discipline	Volunteer & NSO	Carol Roberts	85 days (December 3, 2024 to February 26, 2025)	Consent Settlement	Adam Klevinas (Volunteer), Will Russell (NSO)
SDRCC 24-0757 Ordinary Tribunal Resolution Facilitation	Freestyle Ski	Maltreatment	Athlete & NSO	Carol Roberts	5 days (December 11 to December 16, 2024)	No settlement	Alexandre Maltas (Athlete), Adam Klevinas (NSO)
SDRCC 25-0758 Ordinary Tribunal Med/Arb	Hockey	Maltreatment	Athlete		12 days (January 4 to January 16, 2025)	Request withdrawn	
SDRCC 25-0759 Ordinary Tribunal Med/Arb	Hockey	Maltreatment	Athlete		12 days (January 4 to January 16, 2025)	Request withdrawn	
SDRCC 25-0760 Ordinary Tribunal Med/Arb	Lacrosse	Eligibility	NSO & PSO	Nadini Sankar-Peralta	58 days (January 7, 2025 to March 6, 2025)	Consent Settlement	
SDRCC 25-0761 Ordinary Tribunal Mediation	Archery	Contract	Athlete		63 days (January 15, 2025 to March 19, 2025)	Consent Settlement	Eli Berg (Athlete), Adam Klevinas (NSO)
SDRCC 25-0762 Ordinary Tribunal Arbitration	Gymnastics	Carding	Athlete	Patrice Brunet	40 days (January 27, 2025 to March 8, 2025)	Request granted	
SDRCC 25-0763 Ordinary Tribunal Med/Arb	Gymnastics	Carding	Athletes	Allan Stiit	56 days (January 30, 2025 to March 27, 2025)	Consent Settlement	
SDRCC 25-0764 Ordinary Tribunal Arbitration	Speed skating	Selection	Athlete	Patrice Brunet	2 days (February 3 to February 5, 2025)	Request denied	Adam Klevinas (NSO)
SDRCC 25-0765 Ordinary Tribunal Med/Arb	Alpine Ski	Selection	Athlete	David Bennett	2 days (February 17 to February 19, 2025)	Request withdrawn	
SDRCC 25-0766 Ordinary Tribunal Arbitration	Tennis	Maltreatment	Coach		18 days (March 3 to March 21, 2025)	Request withdrawn	Kayley Leon (NSO)
SDRCC 25-0767 Ordinary Tribunal Arbitration	Hockey	Maltreatment	Coach	Jeffrey Palamar	(March 19, 2025)	In progress	Trent Morris (Coach), Adam Klevinas (NSO)
SDRCC 25-0768 Ordinary Tribunal Arbitration	Hockey	Maltreatment	Coach	Jeffrey Palamar	(March 19, 2025)	In progress	Trent Morris (Coach), Adam Klevinas (NSO)

Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA **Synopsis of cases before the DOPING TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Member asserted	Arbitrator	Length of proceeding	Solution	Legal representatives
SDRCC DT 24-0368 Doping Tribunal Arbitration	Soccer	Athlete		33 days (April 18, 2024 to May 21, 2024)	Deemed Waiver	
SDRCC DT 24-0369 Doping Tribunal Arbitration	Athletics	Athlete		244 days (May 29, 2024 to March 28, 2025)	Charge withdrawn	Paul Greene and Matthew Kaiser (Athlete), Adam Klevinas (CCES)
SDRCC DT 24-0370 Doping Tribunal Arbitration	Broomball	Athlete		95 days (June 10, 2024 to September 13, 2024)	Deemed Waiver	
SDRCC DT 24-0371 Doping Tribunal Arbitration	Soccer	Athlete		3 days (June 17 to June 20, 2024)	Waiver	Logan Rogers (Athlete)
SDRCC DT 24-0372 Doping Tribunal Arbitration	Archery	Athlete		81 days (July 29, 2024 to October 18, 2024)	Charge withdrawn	
SDRCC DT 24-0373 Doping Tribunal Arbitration	Powerlifting	Athlete		17 days (August 2 to August 19, 2024)	Results Management Agreement	
SDRCC DT 24-0374 Doping Tribunal Arbitration	Soccer	Athlete	Carol Roberts	147 days (September 9, 2024 to February 3, 2025)	No violation	Adam Klevinas (CCES)
SDRCC DT 24-0375 Doping Tribunal Arbitration	Football	Athlete		20 days (September 3 to September 23, 2024)	Results Management Agreement	Emir Crowne (Athlete)
SDRCC DT 25-0376 Doping Tribunal Arbitration	Powerlifting	Athlete		22 days (February 11, 2025 to March 5, 2025)	Results Management Agreement	
SDRCC DT 25-0377 Doping Tribunal Arbitration	Hockey	Athlete		21 days (February 11, 2025 to March 4, 2025)	Results Management Agreement	James Bunting (Athlete)
SDRCC DT 25-0378 Doping Tribunal Arbitration	Weightlifting	Athlete	Patrice Brunet	(March 6, 2025)	In progress	Daniel Pinard (Athlete), Annie Bourgeois & Thomas Stelmazuk-Coté (CCES)
SDRCC DT 25-0379 Doping Tribunal Arbitration	Volleyball	Athlete		34 days (February 18, 2025 to March 24, 2025)	Deemed Waiver	
SDRCC DT 25-0380 Doping Tribunal Arbitration	Weightlifting	Athlete		77 days (March 13, 2025 to May 29, 2025)	Agreement on consequences	Sonya Diesberger-Walker & Adam Klevinas (CCES)



Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **SAFEGUARDING TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Result	Legal representatives
SDRCC ST 23-0011 Safeguarding Tribunal Arbitration	Gymnastics	Maltreatment	Coach		54 days (December 15, 2023 to February 7, 2024)	Consent Settlement	Katrina Crocker, Marie Henein, Ewa Krajewska & Taylor Wormington (Coach)
SDRCC ST 24-0013 Safeguarding Tribunal Arbitration	Figure Skating	Maltreatment	Coach	Peter Lawless	(March 5, 2024)	Paused by the Parties	Erin Durant & Sydney McIvor (Coach), Joanna Birenbaum (Interested Party)
SDRCC ST 24-0015 Safeguarding Tribunal Mediation	Volleyball	Maltreatment	Athlete & Coach	Sue Lambert	122 days (March 25, 2024 to July 25, 2024)	Consent Settlement	
SDRCC ST 24-0016 Safeguarding Tribunal Mediation	Swimming	Maltreatment	Athletes	David Bennett	94 days (April 8, 2024 to July 11, 2024)	Consent Settlement	Joanna Birenbaum (Athlete)
SDRCC ST 24-0017 Safeguarding Tribunal Arbitration	Volleyball	Maltreatment	PSO	Aaron Ogletree	331 days (April 24, 2024 to March 21, 2025)	Request granted	Amanda Franker-Shuh, Alessia Grossi & Elliot Saccucci (PSO), Tavengwa Runyowa (Coach)
SDRCC ST 24-0018 Safeguarding Tribunal Arbitration	Gymnastics	Maltreatment	Athlete	Janice Johnston	20 days (May 2 to May 22, 2024)	Request denied	
SDRCC ST 24-0019 Safeguarding Tribunal Mediation	Volleyball	Maltreatment	Athletes & Coach	Janice Johnston	55 days (May 21, 2024 to July 15, 2024)	Consent/ Settlement	Sean Kelly (Coach)
SDRCC ST 24-0020 Safeguarding Tribunal Arbitration	Volleyball	Maltreatment	Athlete	JJ McIntyre	2 days (May 22 to May 24, 2024)	Request granted	Elizabeth Cordonier (Athlete), Mark Donald (Interested Party)
SDRCC ST 24-0021 Safeguarding Tribunal Arbitration	Volleyball	Maltreatment	Athlete	JJ McIntyre	2 days (May 22 to May 24, 2024)	Request granted	Tavengwa Runyowa (Athlete), Mark Donald (Interested Party)
SDRCC ST 24-0022 Safeguarding Tribunal Arbitration	Redacted	Maltreatment	Coach	Julie Hopkins	75 days (May 23, 2024 to August 6, 2024)	Request granted	Elizabeth Cordonier (Coach), Anna Matas (Interested Party)
SDRCC ST 24-0023 Safeguarding Tribunal Arbitration	Volleyball	Maltreatment	Official	Aaron Ogletree	201 days (May 24, 2024 to December 11, 2024)	Request withdrawn	
SDRCC ST 24-0024 Safeguarding Tribunal Arbitration	Gymnastics	Maltreatment	Coach	Andrea Carska-Sheppard	43 days (June 6, 2024 to July 19, 2024)	Request granted	Justin Chan (Coach)
DRCC ST 24-0025 Safeguarding Tribunal Arbitration	Volleyball	Maltreatment	Athlete	Andrea Carska-Sheppard	53 days (June 11, 2024 to August 3, 2024)	Request granted	
SDRCC ST 24-0026 Safeguarding Tribunal Mediation	Artistic Swimming	Maltreatment	Athlete & Coach	Patrick Zakaria	28 days (June 11, 2024 to July 9, 2024)	Termination of Mediation	Angeline Bellehumeur (Athlete), Adam Klevinas (Coach)
SDRCC ST 24-0027 Safeguarding Tribunal Mediation	Sailing	Maltreatment	Instructor & Participant	Charmaine Panko	133 days (July 4, 2024 to November 14, 2024)	Consent Settlement	

Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **SAFEGUARDING TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC ST 24-0028 Safeguarding Tribunal Arbitration	Diving	Maltreatment	Redacted	Peter Lawless	54 days (July 5, 2024 to August 28, 2024)	Request granted	Michelle Kropp (Redacted), Angeline Bellehumeur (Interested Party)
SDRCC ST 24-0029 Safeguarding Tribunal Arbitration	Diving	Maltreatment	Redacted	Peter Lawless	53 days (July 6, 2024 to August 28, 2024)	Request granted	Michelle Kropp (Redacted), Angeline Bellehumeur (Interested Party)
SDRCC ST 24-0030 Safeguarding Tribunal Mediation	Wheelchair Rugby	Maltreatment	CEO & Official	David Bennett	11 days (July 19 to July 30, 2024)	Consent Settlement	
SDRCC ST 24-0031 Safeguarding Tribunal Arbitration	Fencing	Maltreatment	Athlete	Roger Bilodeau	(August 6, 2024)	Paused by the Parties	Michaël Bardagi & Camille Santerre (Athlete), Elena Dimitrova (Athlete)
SDRCC ST 24-0032 Safeguarding Tribunal Mediation	Water Polo	Maltreatment	Athlete & Manager	Paul Fauteux	71 days (August 29, 2024 to November 8, 2024)	Consent Settlement	
SDRCC ST 24-0033 Safeguarding Tribunal Arbitration	Archery	Maltreatment	Athlete	Jeffrey Palamar	172 days (September 23, 2024 to March 14, 2025)	Request denied	Emily Lam & Cenobar Parker (Athlete), Karen Bellehumeur (Interested Party)
SDRCC ST 24-0034 Safeguarding Tribunal Mediation	Karate	Maltreatment	Athlete & Coach	Patrick Zakaria	49 days (September 24, 2024 to November 12, 2024)	No settlement	Isabelle Lamarche (Coach)
SDRCC ST 24-0035 Safeguarding Tribunal Arbitration	Archery	Maltreatment	Athlete	Jeffrey Palamar	164 days (October 1, 2024 to March 14, 2025)	Request denied	Emily Lam & Cenobar Parker (Athlete), Karen Bellehumeur (Interested Party)
SDRCC ST 24-0036 Safeguarding Tribunal Arbitration	Soccer	Maltreatment	Coach	Janice Johnston	117 days (October 17, 2024 to February 11, 2025)	Request denied	
SDRCC ST 24-0037 Safeguarding Tribunal Arbitration	Redacted	Maltreatment	Athlete	Carol Roberts	241 days (October 21, 2024 to June 19, 2025)	Request granted	Dylan Jones & Victoria Nix (Athlete), Nancy Hogshead & Anna Matas (Interested Party)
SDRCC ST 24-0038 Safeguarding Tribunal Mediation	Para-Cycling	Maltreatment	Athlete	David Bennett	24 days (October 21, 2024 to November 14, 2024)	No settlement	Adam Klevinas (Coach)
SDRCC ST 24-0039 Safeguarding Tribunal Mediation	Canoe-Kayak	Maltreatment	Athletes & Coach	Marie-Claire Belleau	167 days (November 5, 2024 to April 21, 2025)	Consent Settlement	
SDRCC ST 24-0040 Safeguarding Tribunal Mediation	Biathlon	Maltreatment	Employees	Sarah Daitch	140 days (November 7, 2024 to March 27, 2025)	Consent Settlement	Elliot Saccucci & Will Russell (Employees)
SDRCC ST 24-0041 Safeguarding Tribunal Mediation	Gymnastics	Maltreatment	Athletes	Anne Sone	105 days (November 15, 2024 to February 28, 2025)	Consent Settlement	
SDRCC ST 24-0042 Safeguarding Tribunal Mediation	Fencing	Maltreatment	Athletes	Patrick Zakaria	(December 13, 2024)	In progress	Michaël Bardagi & Elena Dimitrova (Athletes)



Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **SAFEGUARDING TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Parties initiating the request	Arbitrator or Mediator	Length of proceeding	Solution	Legal representatives
SDRCC ST 24-0043 Safeguarding Tribunal Arbitration	Weightlifting	Maltreatment	Athlete	Carol Roberts	95 days (December 15, 2024 to March 20, 2025)	Request denied	Sebastian Pyzik & Arielle Reeves-Breton (Employee)
SDRCC ST 24-0044 Safeguarding Tribunal Arbitration	Snowboard	Maltreatment	Coach	Aaron Ogletree	80 days (December 17, 2024 to March 7, 2025)	Request withdrawn	Adam Klevinas (Coach)
SDRCC ST 24-0045 Safeguarding Tribunal Mediation	Speed Skating	Maltreatment	Athletes	Nadini Sankar-Peralta	90 days (December 16, 2024 to March 16, 2025)	Consent Settlement	
SDRCC ST 25-0046 Safeguarding Tribunal Mediation	Sailing	Maltreatment	Athletes & Coaches	Carol Roberts	39 days (January 16, 2025 to February 24, 2025)	Termination of Mediation	Joanna Birenbaum (Athlete), Isabelle Lamarche (Coach)
SDRCC ST 25-0047 Safeguarding Tribunal Mediation	Water Polo	Maltreatment	Athletes & Coach	Bruce Ally	133 days (January 17, 2025 to May 30, 2025)	No settlement	Elena Dimitrova (Athlete), Alex Stojicevic (Coach)
SDRCC ST 25-0048 Safeguarding Tribunal Mediation	Figure Skating	Maltreatment	Athlete & Coach	Anne Sone	144 days (January 31, 2025 to June 24, 2025)	Consent Settlement	
SDRCC ST 25-0049 Safeguarding Tribunal Arbitration	Water Polo	Maltreatment	Coach	Janice Johnston	63 days (February 13, 2025 to April 17, 2025)	Request denied	Bay Ryley (Coach)
SDRCC ST 25-0050 Safeguarding Tribunal Mediation	Weightlifting	Maltreatment	Coaches	Charmaine Panko	62 days (February 14, 2025 to April 17, 2025)	No settlement	

Tribunal Statistics 2024–2025

SPORT DISPUTE RESOLUTION CENTRE OF CANADA Synopsis of cases before the **APPEAL TRIBUNAL** (from April 1, 2024, to March 31, 2025)

File Number Division Type of request	Sport	Type of dispute	Appellant	Arbitrator	Length of proceeding	Solution	Legal representatives
SDRCC SAT 24-0001 Appeal Tribunal Arbitration	Volleyball	Safeguarding	DSO	Janie Soublière	125 days (June 19, 2024 to October 22, 2024)	Appeal granted	Elizabeth Cordonier, Jill Wiberg & Tavengwa Runyowa (Athletes)
SDRCC SAT 24-0002 Appeal Tribunal Arbitration	Redacted	Safeguarding	DSO	Richard McLaren, Carol Roberts & Janie Soublière	188 days (August 29, 2024 to March 5, 2025)	Appeal denied	Elizabeth Cordonier, Alexandre Maltas & Jill Wiberg (Coach), Anna Matas (Interested Party)

Arbitrators and Mediators Appointed until April 30, 2025, by Province

ALBERTA

Brian Conway (Arbitrator)
Julie Hopkins (Arbitrator)
Sue Lambert (Mediator)
Michelle Simpson (Mediator)
John Harrison Welbourn (Arbitrator)

BRITISH COLUMBIA

Paul Denis Godin (Mediator)
Peter Lawless (Arbitrator)
Hugh McCall (Mediator/Arbitrator)
JJ McIntyre (Arbitrator)
Carol Roberts (Mediator/Arbitrator)
Paul Singh (Mediator)
Sylvia Skratek (Mediator/Arbitrator)
Harveen Thauli (Mediator/Arbitrator)
Robert Wickett (Arbitrator)

MANITOBA

Kimberly Cork (Mediator)
Jeffrey Palamar (Arbitrator)

NEW BRUNSWICK

Darlene Doiron (Mediator)

NEWFOUNDLAND AND LABRADOR

James Oakley (Mediator/Arbitrator)

NOVA SCOTIA

David Merrigan (Arbitrator)

ONTARIO

Bruce Ally (Mediator)
The Honourable Robert P. Armstrong (Arbitrator)
Larry Banack (Mediator/Arbitrator)
David Bennett (Mediator/Arbitrator)
Roger Bilodeau (Arbitrator)
Andrea Carska-Sheppard (Arbitrator)
John Curtis (Mediator)
Jonathan Fidler (Mediator/Arbitrator)
Dana Hirsh (Arbitrator)
Marvin Huberman (Arbitrator)
Janice Johnston (Mediator/Arbitrator)

Richard H. McLaren (Arbitrator)
James Minns (Mediator/Arbitrator)
Robert Neron (Arbitrator)
Aaron Ogletree (Mediator/Arbitrator)
Gordon E. Peterson (Mediator/Arbitrator)
Stephen Raymond (Mediator/Arbitrator)
Nadini Sankar-Peralta (Mediator/Arbitrator)
Christine Schmidt (Mediator/Arbitrator)
Laurie Sherry (Mediator)
Anne Sone (Mediator)
Allan Stitt (Mediator/Arbitrator)
Matthew Wilson (Mediator/Arbitrator)

QUEBEC

Marie-Claire Belleau (Mediator)
Patrice M. Brunet (Arbitrator)
Céline Chopin (Mediator)
Sarah Daitch (Mediator)
Dominique Fortin (Mediator)
Hélène de Kovachich (Mediator)
Stephen L. Drymer (Mediator/Arbitrator)
Paul Fauteux (Mediator)
L. Yves Fortier (Mediator/Arbitrator)
Peter Moraitis (Mediator)
Clarisse N'Kaa Batera (Mediator)
Éric Ouellet (Mediator/Arbitrator)
Richard W. Pound (Arbitrator)
Janie Soublière (Arbitrator)
Louis-Marie Vachon (Mediator/Arbitrator)
Patrick Zakaria (Mediator)

SASKATCHEWAN

Kim Bodnarchuk (Arbitrator)
Tim Nickel (Mediator)
Charmaine Panko (Mediator/Arbitrator)
Tiffany Paulsen (Arbitrator)
Ambrosia Varaschin (Arbitrator)

WOMEN IN ARBITRATION MENTORSHIP PROGRAM

The Women in Arbitration Mentorship Program ended on March 31, 2025. Efforts to increase the ratio of women arbitrators were successful, having allowed four participants to graduate and join the SDRCC roster.

Office of the Sport Integrity Commissioner Activity Report

A total of 313 complaints were received through the OSIC during the Period. Of these, a total of 97 were deemed admissible under OSIC jurisdiction. Among those deemed not admissible, the reasons were generally as follows:

- **48%** due to the respondent not being an Abuse-Free Sport participant;
- **21%** due to the nature of the allegation not being a UCCMS-related issue;
- **16%** filed after January 31, 2025, were held in abeyance;
- **7.1%** due to inadequate information (insufficient information or no viable method of obtaining the required information to proceed);
- **1.9%** due to the relevant organization not being a Program Signatory;

- **0.9%** were declined jurisdiction due to the historical nature of the allegations;
- **5.6%** due to other reasons.

An alternative reporting option was identified and a referral made in 78% (168 of 216) of inadmissible cases. Among them, 16 cases held in abeyance were referred to the Canadian Safe Sport Program of the CCES on April 1, 2025.

At the end of the Period, the average length of time to assess jurisdiction of a complaint was 9.8 days, while the average length of independent investigations initiated and completed during the Period was 155 days. New measures to improve the length of investigations were implemented by OSIC during the Period, reducing the average duration of an investigation by 20% compared to the previous period. The OSIC completed a total of 135 investigations during the Period.

DISTRIBUTION OF OSIC MATTERS OVER REPORTING PERIODS

	Year 1 June 20, 2022 – March 31, 2023	Year 2 April 1, 2023 – March 31, 2024	Reporting Period April 1, 2024 – March 31, 2025	OVERALL TOTAL June 20, 2022 – March 31, 2025
Clients served by the Abuse-Free Sport Helpline	322	530	647	1499
Complaints received	96	299	313	708
Complaints within OSIC jurisdiction and authority	32	134	97	255
Referred to other ITP	Not available	72 of 165 (44%)	168 of 216 (78%)	240 of 381 (63%)
Average length of time (in days) to assess jurisdiction of a complaint received during the period	12.15	23.14	9.83	15.85
Average length (in days) of a completed independent investigation initiated during the period	170	239	155	206

The categories of the alleged violations of the UCCMS (section 5), as reported in all admissible cases during the Period and overall since the beginning of the program, are

shown in the table below. Note that multiple allegation categories are possible for a single report or complaint.

Category of Alleged Violations	2024–25	From June 20, 2022 to March 31, 2025
Psychological Maltreatment	31%	28%
Sexual Maltreatment	11%	13%
Boundary Transgression(s)	8%	11%
Physical Maltreatment	9%	9%
Neglect	10%	8%
Discrimination	8%	7%
Interference with or Manipulation of Process	5%	5%
Grooming	4%	5%
Subjecting a Participant to the Risk of Maltreatment	5%	4%
Retaliation	5%	3%
Failure to Report	4%	3%
Aiding and Abetting	1%	2%
Intentionally Reporting a False Allegation	0%	1%

RESPONDENT'S ROLE

The table below demonstrates the Respondent's role, as reported in all admissible cases during the Period and overall since the beginning of the program. Note that multiple role categories are possible per each report or complaint.

At the time of closing the Period, a total of 27,929 sport participants at the national level had signed the OSIC online consent, having accepted to fall under its jurisdiction.

In the sport of volleyball alone, through a Canada-wide partnership under the leadership of Volleyball Canada, an estimated 77,817 participants at the provincial, territorial and club levels were also subject to the jurisdiction of the OSIC. The services of the Abuse-Free Sport program for these cases were provided on a fee-for-service basis.

Respondent's Role	2024–25	From June 20, 2022 to March 31, 2025
Coach	48%	47%
Athlete	16%	21%
Official/Referee	16%	10%
Administration/Management	10%	9%
Board member	6%	5%
Other (includes Employee, Trainer/Medical Team, Volunteer, Parent)	5%	7%

Maltreatment in Sport Sanctions Council Report

The Maltreatment in Sport Sanctions Council (the Council) was composed of five volunteer members, completely independent from any Program Signatories, who were named after a public call. The Council's role was to oversee the function of the Director of Sanctions and Outcomes independently from the other functions of the Abuse-Free Sport program. The Council officially completed its mandate on March 31, 2025, while the function of the Director of Sanctions and Outcomes is ongoing as of the publication of this report.

Members of the Council from June 2022 to end of March 2025 were: Dean Howie as Chair (former coach), Emily Cameron-Blake (former National Team athlete), Katherine Haber (former National Team athlete), John Martelli (lawyer) and Katharine White (Cornish) (former National Team athlete).

ACTIVITIES OF THE OFFICE OF THE DIRECTOR OF SANCTIONS AND OUTCOMES

During the 2024–2025 fiscal year, the office of the DSO:

- imposed provisional measures in 11 cases;
- rendered final decisions on violations in 50 cases;
- took part in 18 new cases before the Safeguarding to defend challenges of provisional measures, violations and/or sanctions;
- was involved in 17 new mediations and, among those, approved nine settlement agreement reached by the parties.

OVERALL STATISTICS FROM JUNE 22, 2022 TO JUNE 30, 2025

From the inception of the program on June 20, 2022 to the date of publication, the DSO and the Deputy Director (DDSO) analyzed 77 complaints for the potential to impose provisional measures and did impose provisional measures in 53 of these complaints, some of which concerned multiple respondents.

During the same period, the DSO/DDSO analyzed investigation reports in 95 complaints and rendered decisions on violations and sanctions, some complaints involving multiple respondents. On average, 75% of DSO/DDSO decisions led to the imposition of sanctions ranging from minor consequences to lifetime suspensions.

Nine cases also resulted in the imposition of "on-hold status" by the DSO/DDSO, which meant that the named respondents were not, at the time of the complaint, subject to the UCCMS. However, the complaint would be admissible should they eventually become subject to the UCCMS.

The DSO/DDSO participated in a total of 26 mediations, 15 of which resulted in a settlement between the parties to date. The DSO/DDSO also participated in 27 Safeguarding Tribunal hearings and three Appeal Tribunal hearings since the creation of the Abuse-Free Sport program.

As of the date of publication and as part of the extension of its mandate, the office of the DSO remains involved in two safe sport mediations at the SDRCC, in three challenges on violations and/or sanctions before the Safeguarding Tribunal, and in one appeal before the Appeal Tribunal.

Acting for the DSO office are Dasha Peregoudova (Director) and David Kellerman (Deputy Director).

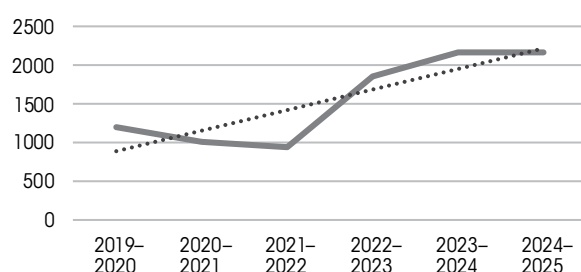
Abuse-Free Sport Support Services Report

ABUSE-FREE SPORT HELPLINE

Created in March 2019, the Canadian Sport Helpline, later rebranded the Abuse-Free Sport Helpline, was among the first initiatives in Canada to receive funding support from the federal government.

Except for a reduction in the volume of incoming calls, emails and text messages in 2020–2022 attributable to the stoppage of sports during the COVID pandemic, the usage data shows a steady increase over time.

INBOUND CALLS AND MESSAGES



Statistics from 2019 to 2025 reveal trends and highlights on profile of clients helped, nature of concerns raised and type of referrals, pointing to the need for some provincial and territorial governments to follow the lead of some of their more proactive counterparts and of the federal government:

- While distribution of clients per province/territory was generally consistent with population size, provinces in which coordinated safe sport measures or programs

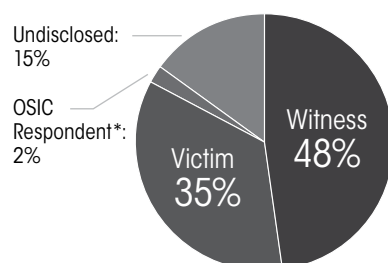
exist accounted for fewer clients contacting the national helpline, compared to their population weight;

- A notable shift took place from 2019 to 2025 in the nature of referrals made by the operators, with significantly fewer clients being redirected towards the independent third party or complaint mechanism of a single sport organization, in favor of multisport services, including the Office of the Sport Integrity Commissioner and, where justified, non-sports-related services;
- Overall, only 16% of clients shared concerns or obtain guidance about issues arising from a national sport program; in turn, contexts where younger participants are most often impacted (club, community/recreational, provincial) accounted for 67% of clients contacting the helpline, suggesting more provincial or territorial governments need to step up to protect their young sport participants from harm.

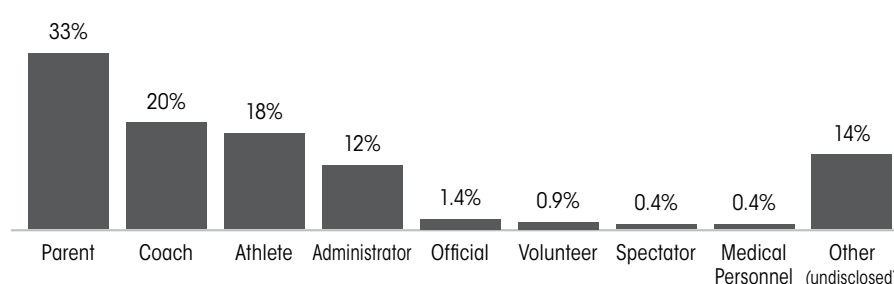
The SDRCC wishes to thank wholeheartedly the helpline operators for their tireless dedication to provide a quality service in both official languages, 7 days a week and 12 hours per day, many of whom were loyal to the program for the entire 6 years of the service. The client feedback received was overwhelmingly positive, with operators' listening skills, helpfulness and patience most often cited. Their professional training and credentials as Certified Mental Performance Consultants and as members of the Canadian Sport Psychology Association were key to the success of the program. The Canadian Centre for Mental Health and Sport (CCMHS) was also instrumental in helping the SDRCC set up and deliver this service in record time for a successful launch in March 2019.

ABUSE-FREE SPORT HELPLINE STATISTICS 2019–2025: CLIENT CHARACTERISTICS

Client Context



Role of Client



* OSIC Respondents were only tracked from 2024–2025 and represented 7% of helpline clients that year.

LEGAL AID PROGRAM

The Abuse-Free Sport Legal Aid program was designed to offer free access to legal advice to parties to admissible safe sport complaints arising out of the national level of sport in Canada. As the Abuse-Free Sport program's scope expanded when it became mandatory for national sport organizations to sign on to it in the spring of 2023, the number of requests for legal aid increased significantly.

The Abuse-Free Sport Legal Aid program continues to be offered to all admissible parties in cases that continued to be managed by the Office of the Sport Integrity Commissioner between April 1 and July 31, 2025.

Over the three years of the program, of the 122 requests received, 100 (82%) were deemed admissible. Overall, 53% of requests were made by the respondent to a complaint, whereas the remaining 47% of requests came from complainants or potential complainants, impacted persons and requesters of sport environment assessments.

In each case, the party accessing the program could benefit from up to one hour of consultation with a lawyer at various key stages of the process to help them understand their rights, navigate and prepare for next steps, such as prior to filing a complaint, to getting interviewed by the investigator, to deciding whether to challenge a decision, etc.

MENTAL HEALTH SUPPORT PROGRAM

Abuse-Free Sport offered access to mental health professionals through the CCMHS to parties involved in maltreatment complaints. Over two-thirds of the users were complainants or impacted persons, while just over 30% were respondents.

Recognizing the risks of vicarious trauma experienced from working with clients on these very sensitive and difficult cases, the Mental Health Support program was also extended to all SDRCC staff and professionals.

In total, 34 admissible individuals sought help through this program, benefitting from an overall total of 111 consultations with mental health professionals carefully selected by the CCMHS based on the clients' individual needs.

Abuse-Free Sport Research Grant Program Report

Academic research is the cornerstone of knowledge and insights, which in turn inform better programming, from prevention efforts to intervention methods. The Abuse-Free Sport program awarded a total of 1,227,537 \$ to 28 research projects from 2022 to 2024, to academic researchers from 14 different Canadian universities.

While the funding came primarily from the Government of Canada, the Canadian Olympic Committee contributed 129 878 \$ to that total, to make it possible to support two more worthy research projects in 2023–2024. The Canadian Olympic Committee also extended an additional 32,200 \$ to fund the translation of the remaining 14 research reports, for which there was no federal funding made available to the SDRCC.

The SDRCC is committed to host information pertaining to the Abuse-Free Sport Research Grant program on its main website and keep it up-to-date, for future reference, including the funded projects and reports.

ABUSE-FREE SPORT SYMPOSIA

2022: At the outset of the program, an external expert committee recommended that knowledge syntheses be conducted on 10 themes of relevance to safe sport. A symposium with the authors of these knowledge syntheses and some other experts in the field was held in Toronto. The “think thank” context yielded a set of recommendations to inform future policies, practices and research. The latter provided the empirical data to enable the SDRCC to build the framework and set priorities for its Abuse-Free Sport Research Grant program.

2025: Following the announcement of the OSIC transition to the CCES, a final Abuse-Free Sport Research Symposium was held in Winnipeg, in February 2025, to celebrate projects funded by the program and ensure the sustainability of research projects related to safe sport. Funded researchers presented final or partial data from their projects, highlighting future advances and needs in the field, and facilitating networking between Canadian researchers for continuation of the work accomplished to date.

SUMMARY RESEARCH GRANT PROGRAM DATA 2022–2025

	2022–2023	2023–2024	2024–2025	Total Grants
Total Funding Envelope	\$100,000	\$512,826	\$614,711 (Including \$129,878 from COC)	\$1,227,537 (including COC contribution)
Projects Funded	10	9	9	28
Recipient Universities	8	8	8	24
Projects Completed	10	5	2	17
Reports Published	10	4	0	14
Reports under Translation	0	1 (to be published in 2025)	2 (to be published in 2025)	3
Multi-year Projects Ongoing	0	4 (to be completed in 2026)	7 (2 to be completed in 2026 and 5 in 2027)	11

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INDEPENDENT AUDITOR'S REPORT

To the Directors of
Sport Dispute Resolution Centre of Canada

Opinion

We have audited the financial statements of **Sport Dispute Resolution Centre of Canada**, which comprise the statement of financial position as at March 31, 2025, and the statements of changes in net assets, revenues and expenditures (Schedule A) and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the Financial Statements and Auditor's Report thereon

Management is responsible for the other information. The other information comprises:

- ♦ The information, other than the financial statements and our auditor's report thereon, in the Annual Report.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

AUDIT • FISCALITÉ • SERVICES-CONSEILS

Baker Tilly Montréal S.E.N.C.R.L. / LLP, qui exerce ses activités sous le nom de Baker Tilly Montréal est membre de la Coopérative Baker Tilly Canada, qui fait partie du réseau mondial Baker Tilly International Limited. Les membres de la Coopérative Baker Tilly Canada et de Baker Tilly International Limited sont tous des entités juridiques distinctes et indépendantes.

INDEPENDENT AUDITOR'S REPORT (cont'd.)

The Annual Report is expected to be made available to us after the date of this auditor's report. If, based on the work we will perform on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ♦ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ♦ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- ♦ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

INDEPENDENT AUDITOR'S REPORT (cont'd.)

- ♦ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- ♦ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Baker Tilly Montréal S.E.N.C.R.L./LLP*¹

Montréal, Québec
June 25, 2025

¹CPA auditor, public accountancy permit No. A114616

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2025

	2025	2024
ASSETS		
Current		
Cash (Note 3)	\$ 2,033,652	\$ 4,590,353
Accounts receivable (Note 4)	540,155	950,951
Prepaid expenses and deposits	150,148	150,873
	<u>2,723,955</u>	<u>5,692,177</u>
Prepaid expenses and deposits	26,262	26,262
Capital assets (Note 5)	103,077	127,200
Intangible assets (Note 6)	95,011	380,045
	<u>\$ 2,948,305</u>	<u>\$ 6,225,684</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 1,058,905	\$ 1,411,132
Reimbursement of excess contribution payable (Note 7)	15,180	1,663,652
Current portion of deferred revenue (Note 8)	398,954	997,978
	<u>1,473,039</u>	<u>4,072,762</u>
Deferred revenue (Note 8)	81,148	560,003
	<u>1,554,187</u>	<u>4,632,765</u>
NET ASSETS		
Invested in capital assets	8,885	9,121
Unrestricted	1,385,233	1,583,798
	<u>1,394,118</u>	<u>1,592,919</u>
	<u>\$ 2,948,305</u>	<u>\$ 6,225,684</u>

APPROVED ON BEHALF OF THE BOARD:

Director

Director

See accompanying notes

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2025

	2025		
	Invested in capital assets	Unrestricted	Total
Balance, beginning of year	\$ 9,121	\$ 1,583,798	\$ 1,592,919
(Deficiency) excess of revenues over expenditures for the year	(304,157)	105,356	(198,801)
Deferred revenue recognized related to capital asset acquisitions	303,921	(303,921)	-
Balance, end of year	\$ 8,885	\$ 1,385,233	\$ 1,394,118
	2024		
	Invested in capital assets	Unrestricted	Total
Balance, beginning of year	\$ 13,023	\$ 477,150	\$ 490,173
Excess (deficiency) of revenues over expenditures for the year	(39,255)	1,142,001	1,102,746
Investment in capital assets	97,041	(97,041)	-
Investment in intangible assets	386,955	(386,955)	-
Deferred revenue related to capital asset acquisitions	(97,041)	97,041	-
Deferred revenue related to intangible asset acquisitions	(386,955)	386,955	-
Deferred revenue recognized related to capital asset acquisitions	35,353	(35,353)	-
Balance, end of year	\$ 9,121	\$ 1,583,798	\$ 1,592,919

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF REVENUES AND EXPENDITURES (SCHEDULE A)
FOR THE YEAR ENDED MARCH 31, 2025

	2025	2024
Revenues		
Government contributions (Note 9)	\$ 5,472,826	\$ 6,667,607
Signatories' membership	1,486,812	1,118,556
Independent	999,354	405,258
Interest	54,916	37,316
	<u>8,013,908</u>	<u>8,228,737</u>
Expenditures		
Administration		
Office	51,919	85,054
Insurance	67,312	45,619
Professional services	84,386	113,858
Communication and promotions	6,854	376
Telecommunication	18,102	14,168
Information technology	3,258	6,943
Events, travel, and meals	1,141	5,834
Interest, bank charges, and penalties	121	1,025
Amortization	308,961	38,975
	<u>542,054</u>	<u>311,852</u>
Governance		
Professional services	22,600	17,795
Events, travel, and meals	18,229	35,216
Insurance	9,244	8,094
Communication and promotions	4,379	4,176
Telecommunication	67	-
Office	20	142
Benefits	1,796	-
	<u>56,335</u>	<u>65,423</u>
Human resources		
Salaries	2,089,718	1,887,906
Benefits	316,110	291,748
Professional services	56,608	82,117
Contractors	603,796	171,162
Events, travel, and meals	36,910	69,037
Professional development	19,262	19,606
Office	470	387
	<u>3,122,874</u>	<u>2,521,963</u>
Official languages		
Translation for tribunal	37,192	46,282
General translation	48,246	28,773
Interpretation	2,226	19,430
Professional development	4,200	5,400
	<u>91,864</u>	<u>99,885</u>

See accompanying notes

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF REVENUES AND EXPENDITURES (SCHEDULE A) (cont'd.)
FOR THE YEAR ENDED MARCH 31, 2025

	2025	2024
Operations		
Professional services	4,038,595	2,048,234
Communication and promotions	7,264	26,792
Events, travel, and meals	67,108	194,580
Telecommunication	4,479	10,608
Information technology	45,388	33,888
Office	18	1,592
Interest, bank charges, and penalties	475	833
Professional development	750	4,130
Benefits	310	-
Amortization	196	279
	<u>4,164,583</u>	<u>2,320,936</u>
Research		
Professional services	326,446	411,167
Events, travel, and meals	56,013	-
Communication and promotions	3,799	-
Office	271	-
	<u>386,529</u>	<u>411,167</u>
	<u>8,364,239</u>	<u>5,731,226</u>
(Deficiency) excess of revenues over expenditures before recovery (reimbursement) of excess contribution	(350,331)	2,497,511
Recovery (reimbursement) of excess contribution	<u>151,530</u>	<u>(1,394,765)</u>
(Deficiency) excess of revenues over expenditures for the year	<u>\$ (198,801)</u>	<u>\$ 1,102,746</u>

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2025

	2025	2024
Cash flows from operating activities		
(Deficiency) excess of revenues over expenditures for the year	\$ (198,801)	\$ 1,102,746
Adjustments for		
Amortization of capital assets	24,123	32,344
Amortization of intangible assets	<u>285,034</u>	<u>6,910</u>
	110,356	1,142,000
Net change in non-cash working capital items		
Decrease in accounts receivable	410,796	797,597
Decrease (increase) in prepaid expenses and deposits	725	(66,259)
(Decrease) increase in accounts payable and accrued liabilities	(352,227)	589,028
(Decrease) increase in reimbursement of excess contribution	(1,648,472)	943,265
Decrease in deferred revenue	<u>(1,077,879)</u>	<u>(411,129)</u>
Cash (used in) provided by operating activities	<u>(2,556,701)</u>	<u>2,994,502</u>
Cash flows from investing activities		
Purchase of capital assets	-	(97,041)
Purchase of intangible assets	<u>-</u>	<u>(386,955)</u>
Cash used in investing activities	<u>-</u>	<u>(483,996)</u>
(Decrease) increase in cash	(2,556,701)	2,510,506
Cash, beginning of year	<u>4,590,353</u>	<u>2,079,847</u>
Cash, end of year	<u>\$ 2,033,652</u>	<u>\$ 4,590,353</u>

See accompanying notes

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2025

1. Nature of operations

Sport Dispute Resolution Centre of Canada ("SDRCC") was incorporated under the *Physical Activity and Sport Act* of Canada (S.C. 2003, c.2) on March 19, 2003 as a not-for-profit corporation without share capital and without pecuniary gain to its members.

SDRCC may be designated under the following names:

In French - Centre de Règlement des Différends Sportifs du Canada

In English - Sport Dispute Resolution Centre of Canada

Mission of SDRCC

The mission of SDRCC is to provide the sport community with a national alternative dispute resolution service for sport disputes, and expertise and assistance regarding alternative dispute resolution.

2. Significant accounting policies

The organization applies the Canadian accounting standards for not-for-profit organizations.

(a) Measurement uncertainty

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amount of revenues and expenses during the reporting period. These estimates are reviewed periodically, and as adjustments become necessary they are reported in income in the period in which they become known. Estimates are used when accounting for certain items such as accrued liabilities, allowance for doubtful accounts and the useful life of equipment.

(b) Revenue recognition

The organization follows the deferral method of accounting for contributions whereby restricted contributions related to expenses of future periods are deferred and recognized as revenue in the period in which the related expenses are incurred. Restricted contributions are defined as contributions on which stipulations are imposed on how the resources must be used. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Signatories' membership revenue is recognized over the terms of the agreement.

Independent revenue is recognized based on the period in which it is earned.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2025

2. Significant accounting policies (cont'd.)

(c) Capital assets

Capital assets are recorded at cost. The organization provides for amortization using the declining balance method at rates designed to amortize the cost of the capital assets over their estimated useful lives. The annual amortization rates are as follows:

Office equipment	20%
Computer equipment	30%

Amortization of leasehold improvements is recorded over the term of the lease.

(d) Intangible assets

Intangible assets, except for those not subject to amortization, are amortized on the basis of their estimated useful lives using the straight-line method and the following durations:

Consent Database Platform	17.5 months
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(e) Financial instruments

(i) Measurement of financial instruments

The organization initially measures its financial assets and liabilities at fair value.

The organization subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash, accounts receivable (net of sales taxes receivable) and deposits.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(ii) Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
NOTES TO THE FINANCIAL STATEMENTS
AS AT MARCH 31, 2025

3. Restricted cash

Included in cash are restricted funds of \$1,791,582 (2024 - \$4,379,170) pertaining to the Sport Canada funding which must be utilized on eligible expenses incurred during the year. The remaining balance is unrestricted cash related to all other revenues earned by the organization to be utilized at their discretion.

4. Accounts receivable

	<u>2025</u>	<u>2024</u>
Signatories' membership receivables and other receivables	\$ 311,430	\$ 659,051
Sales taxes receivable	85,277	162,022
Government contributions - net balance receivable	143,448	-
Other contribution receivable	-	129,878
	<u>\$ 540,155</u>	<u>\$ 950,951</u>

5. Capital assets

	<u>2025</u>		<u>2024</u>	
	<u>Cost</u>	<u>Accumulated amortization</u>	<u>Net</u>	<u>Net</u>
Office equipment	\$ 50,255	\$ 49,233	\$ 1,022	\$ 1,277
Leasehold improvements	156,109	92,665	63,444	70,764
Computer equipment	149,302	110,691	38,611	55,159
	<u>\$ 355,666</u>	<u>\$ 252,589</u>	<u>\$ 103,077</u>	<u>\$ 127,200</u>

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
NOTES TO THE FINANCIAL STATEMENTS
AS AT MARCH 31, 2025

6. Intangible assets

	2025		2024
	Cost	Accumulated amortization	Net
Consent Database Platform	\$ 386,955	\$ 291,944	\$ 95,011
			\$ 380,045

The Consent Database Platform originally became available for use on February 15, 2024, and was acquired for use in the Abuse-Free Sport ("AFS") program. It was initially assigned a useful life of seven years. The AFS program will transition to the Canadian Centre for Ethics in Sport ("CCES") beginning April 1, 2025, with full implementation expected by July 31, 2025 (see Note 10).

The Consent Database Platform will no longer be in use after July 31, 2025. Accordingly, the estimated useful life has been revised to approximately seventeen months. This revision represents a change in accounting estimate and has been applied prospectively. The impact of the change resulted in an increase in amortization expense of \$229,755.

7. Reimbursement of excess contribution payable

The reimbursement of excess contribution payable is due on demand and is non-interest bearing.

The payable as at fiscal year-end is as follows:

	2025	2024
Excess contribution payable - Core	\$ 15,180	\$ -
Excess contribution payable - Abuse-Free Sport (2022-23 funding)	-	1,468,387
Excess contribution payable - Abuse-Free Sport (2023-24 funding)	-	178,816
Excess contribution payable - Equity, Diversity and Inclusion	-	16,449
	\$ 15,180	\$ 1,663,652

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
NOTES TO THE FINANCIAL STATEMENTS
AS AT MARCH 31, 2025

8. Deferred revenues

	<u>2025</u>	<u>2024</u>
Deferred revenues related to capital asset acquisitions		
Core	\$ 19,439	\$ 17,219
Abuse-Free Sport	<u>174,765</u>	<u>479,077</u>
	<u>194,204</u>	<u>496,296</u>
Deferred revenues related to future expenditures		
Abuse-Free Sport	227,675	699,185
Signatories	-	287,030
Independent	<u>58,223</u>	<u>75,470</u>
	<u>285,898</u>	<u>1,061,685</u>
	<u><u>\$ 480,102</u></u>	<u><u>\$ 1,557,981</u></u>

Included in the \$480,102 (2024 - \$1,557,981) is a current portion of \$398,954 (2024 - \$997,978) and a long-term portion of \$81,148 (2024 - \$560,003).

9. Government contributions

During the year, the organization received financial assistance from Sport Canada, which has been recorded as contribution revenue.

10. Governance continuity organizational oversight

As at year-end, there is a risk to the organization's governance continuity due to delays in the renewal and appointment of Board members whose mandates ended on November 30, 2024. Despite notification to the responsible authorities, no new appointments or renewals have been confirmed as of the date of issuance of these financial statements. Should this situation not be resolved, the SDRCC will have three remaining active Board members, none of whom are designated by the parliamentarian responsible for Sport in Canada to serve as Chairperson under the current governing legislation. This poses a governance risk and may impact the organization's ability to successfully fulfill its oversight responsibilities.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2025

11. Contingencies

In the year ending March 31, 2025, the following events occurred:

- (i) The organization was named as one of the respondents by an individual challenging a decision made by an arbitrator in a matter concerning athlete carding. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.
- (ii) The organization was named as the defendant in a legal claim by an individual alleging that the organization investigated the same allegations that were released in a previous settlement agreement which was found to prohibit future actions, that the organization denied procedural fairness and erred by dismissing the request to review its decision to investigate the complaint in a matter concerning violations consistent with sexual maltreatment. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.

The following events that occurred in the year ending March 31, 2024 remain unchanged:

- (iii) The organization was named as one of the respondents by an organization challenging a decision made by an independent legal professional in the context of the Abuse-Free Sport program. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.
- (iv) The organization, along with 16 other individuals and organizations, were named as defendants in a legal claim by an individual alleging a breach in duty of care of the plaintiff, with damages to be determined at a later date. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.

The following event that occurred in the year ending March 31, 2022 was settled:

- (v) The organization and its directors received a demand letter on October 11, 2021 from the legal counsel of an individual who claimed that the organization had failed to comply with language laws. The individual was seeking damages up to \$125,000. The statute of limitations had expired on October 7, 2024, and no losses were incurred by the organization.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
NOTES TO THE FINANCIAL STATEMENTS
AS AT MARCH 31, 2025

12. Commitment

The organization has an operating lease for its premises expiring on November 30, 2033.

2026	\$	50,000
2027		51,000
2028		51,000
2029		51,000
2030		52,000
Subsequent years		<u>194,000</u>
	\$	<u>449,000</u>

13. Financial instruments

Liquidity risk

Liquidity risk is the risk the company may not be able to meet its obligations. The organization has a comprehensive plan in place to meet their obligations as they come due which is primarily from cash flow from government funding.

Credit risk

Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. The organization reduces its exposure to credit risk by creating an allowance for bad debts when applicable. The organization maintains strict credit policies and limits in respect to counterparties.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

NOTES TO THE FINANCIAL STATEMENTS

AS AT MARCH 31, 2025

14. Subsequent events

Subsequent to year-end, the following events occurred:

- (i) On April 1, 2025, the CCES assumed responsibility for delivering the AFS program following approval by the Minister of Sport in December 2023. The SDRCC ceased delivery of most functions of the AFS program as of March 31, 2025. A limited number of staff from the Office of the Sport Integrity Commissioner ("OSIC") were retained by the SDRCC through to July 31, 2025 to manage the finalization of ongoing cases. The responsibilities of the OSIC will be fully transitioned to the CCES by August 1, 2025.
- (ii) On May 26, 2025, the organization was named as one of the respondents by an individual challenging a decision made by an arbitrator in a matter concerning a no-contact order stemming from a prior finding of sexual misconduct. The organization has hired legal counsel to respond to the demand. It is the opinion of the organization's management that the likelihood of a loss is unlikely.

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2025

	2025					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Revenues						
Government contributions received	\$ 1,100,000	\$ 3,943,448	\$ -	\$ -	\$ 10,000	\$ 5,053,448
Government contributions - net balance receivable	-	(143,448)	-	-	-	(143,449)
Government contributions deferred	(5,584)	(130,180)	-	-	-	(135,764)
Deferred government contributions recognized	3,364	695,226	-	-	-	698,590
Membership	-	-	1,486,812	-	-	1,486,812
Independent	-	-	-	999,354	-	999,354
Interest	1,514	-	47,305	6,098	-	54,917
Total revenues	\$ 1,099,294	\$ 4,365,046	\$ 1,534,117	\$ 1,005,452	\$ 10,000	\$ 8,013,908
Expenditures						
Administration						
Office	13,706	38,213	-	-	-	51,919
Insurance	1,526	65,786	-	-	-	67,312
Professional services	15,036	69,350	-	-	-	84,386
Communication and promotions	6,591	263	-	-	-	6,854
Telecommunication	6,387	11,715	-	-	-	18,102
Information technology	345	2,913	-	-	-	3,258
Events, travel, and meals	287	754	-	100	-	1,141
Interest, bank charges, and penalties	1,097	46	-	(1,023)	1	121
Amortization	4,649	304,312	-	-	-	308,961
	49,624	493,352	-	(923)	1	542,054

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2025

2025						
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Governance						
Professional services	15,401	7,199	-	-	-	22,600
Events, travel, and meals	11,486	6,743	-	-	-	18,229
Insurance	9,244	-	-	-	-	9,244
Communication and promotions	2,254	2,125	-	-	-	4,379
Telecommunication	67	-	-	-	-	67
Office	20	-	-	-	-	20
Benefits	680	1,116	-	-	-	1,796
	39,152	17,183	-	-	-	56,335
Human resources						
Salaries	605,751	1,483,967	-	-	-	2,089,718
Benefits	79,830	236,280	-	-	-	316,110
Professional services	683	55,925	-	-	-	56,608
Contractors	16,065	587,731	-	-	-	603,796
Events, travel, and meals	8,656	28,254	-	-	-	36,910
Professional development	3,931	15,331	-	-	-	19,262
Office	-	470	-	-	-	470
	714,916	2,407,958	-	-	-	3,122,874
Official languages						
Translation for tribunal	17,478	19,714	-	-	-	37,192
General translation	1,899	46,347	-	-	-	48,246
Interpretation	1,100	1,126	-	-	-	2,226
Professional development	1,400	2,800	-	-	-	4,200
	21,877	69,987	-	-	-	91,864

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2025

	2025					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Operations						
Professional services	198,756	1,119,047	1,787,064	923,729	9,999	4,038,595
Communication and promotions	5,704	1,560	-	-	-	7,264
Events, travel, and meals	49,931	17,177	-	-	-	67,108
Telecommunication	1,746	796	-	1,937	-	4,479
Information technology	2,375	43,013	-	-	-	45,388
Office	18	-	-	-	-	18
Interest, bank charges, and penalties	15	83	-	377	-	475
Professional development	-	750	-	-	-	750
Benefits	-	310	-	-	-	310
Amortization	-	196	-	-	-	196
	<u>258,545</u>	<u>1,182,932</u>	<u>1,787,064</u>	<u>926,043</u>	<u>9,999</u>	<u>4,164,583</u>
Research						
Professional services	-	276,999	-	49,447	-	326,446
Events, travel, and meals	-	56,013	-	-	-	56,013
Communication and promotions	-	3,799	-	-	-	3,799
Office	-	271	-	-	-	271
	<u>-</u>	<u>337,082</u>	<u>-</u>	<u>49,447</u>	<u>-</u>	<u>386,529</u>
Total expenditures	\$ 1,084,114	\$ 4,508,494	\$ 1,787,064	\$ 974,567	\$ 10,000	\$ 8,364,239

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2025

	2025					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Excess of revenues over expenditures before reimbursement of excess contribution	\$ 15,180	\$ (143,448)	\$ (252,947)	\$ 30,885	\$ -	\$ (350,331)
Reimbursement of excess contribution	(15,180)	-	-	-	-	(15,180)
Reimbursement receivable for contribution deficit 2024-2025	-	143,448	-	-	-	143,449
Reimbursement received for contribution deficit 2023-2024	23,261	-	-	-	-	23,261
	8,081	143,448	-	-	-	151,530
Excess (deficiency) of revenues over expenditures for the year	\$ 23,261	\$ -	\$ (252,947)	\$ 30,885	\$ -	\$ (198,801)

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

	2024					
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Revenues						
Government contributions received	\$ 1,100,000	\$ 6,104,253	\$ -	\$ -	\$ 20,000	\$ 7,224,253
Government contributions deferred	(19,558)	(825,245)	-	-	-	(844,803)
Deferred government contributions recognized	35,204	252,953	-	-	-	288,157
Membership	-	(394,753)	1,513,309	-	-	1,118,556
Independent	-	-	-	405,258	-	405,258
Interest	847	-	29,335	7,134	-	37,316
Total revenues	\$ 1,116,493	\$ 5,137,208	\$ 1,542,644	\$ 412,392	\$ 20,000	\$ 8,228,737
Expenditures						
Administration						
Office	23,592	61,462	-	-	-	85,054
Insurance	326	45,293	-	-	-	45,619
Professional services	20,733	93,125	-	-	-	113,858
Communication and promotions	96	280	-	-	-	376
Telecommunication	10,056	4,112	-	-	-	14,168
Information technology	2,346	4,597	-	-	-	6,943
Events, travel, and meals	1,797	3,788	-	249	-	5,834
Interest, bank charges, and penalties	1,025	-	-	-	-	1,025
Amortization	15,377	23,598	-	-	-	38,975
	75,348	236,255	-	249	-	311,852

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

2024						
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Governance						
Professional services	13,523	4,272	-	-	-	17,795
Events, travel, and meals	16,962	18,254	-	-	-	35,216
Insurance	8,094	-	-	-	-	8,094
Communication and promotions	3,082	1,094	-	-	-	4,176
Office	142	-	-	-	-	142
	41,803	23,620	-	-	-	65,423
Human resources						
Salaries	519,814	1,368,092	-	-	-	1,887,906
Benefits	81,657	210,091	-	-	-	291,748
Professional services	867	81,250	-	-	-	82,117
Contractors	11,040	160,122	-	-	-	171,162
Events, travel, and meals	17,913	51,124	-	-	-	69,037
Professional development	11,478	8,128	-	-	-	19,606
Office	387	-	-	-	-	387
	643,156	1,878,807	-	-	-	2,521,963
Official languages						
Translation for tribunal	32,989	13,293	-	-	-	46,282
General translation	5,757	23,016	-	-	-	28,773
Interpretation	13,633	5,797	-	-	-	19,430
Professional development	900	4,500	-	-	-	5,400
	53,279	46,606	-	-	-	99,885

SPORT DISPUTE RESOLUTION CENTRE OF CANADA
SCHEDULE OF REVENUES AND EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2024

2024						
	Core	Abuse-Free Sport	Signatories' Membership Funds	Independent	Equity, Diversity, Inclusion	Total
Operations						
Professional services	215,039	1,079,468	422,102	328,074	3,551	2,048,234
Communication and promotions	3,970	22,822	-	-	-	26,792
Events, travel, and meals	97,091	75,930	-	21,559	-	194,580
Telecommunication	7,172	1,632	-	1,804	-	10,608
Information technology	2,214	31,674	-	-	-	33,888
Office	682	910	-	-	-	1,592
Interest and bank charges	-	-	-	833	-	833
Professional development	-	4,130	-	-	-	4,130
Amortization	-	279	-	-	-	279
	<u>326,168</u>	<u>1,216,845</u>	<u>422,102</u>	<u>352,270</u>	<u>3,551</u>	<u>2,320,936</u>
Research						
Professional services	-	356,759	-	54,408	-	411,167
	<u>-</u>	<u>356,759</u>	<u>-</u>	<u>54,408</u>	<u>-</u>	<u>411,167</u>
Total expenditures	\$ 1,139,754	\$ 3,758,892	\$ 422,102	\$ 406,927	\$ 3,551	\$ 5,731,226
Excess of revenues over expenditures before reimbursement of excess contribution	\$ (23,261)	\$ 1,378,316	\$ 1,120,542	\$ 5,465	\$ 16,449	\$ 2,497,511
Reimbursement of excess contribution	-	(1,378,316)	-	-	(16,449)	(1,394,765)
(Deficiency) excess of revenues over expenditures for the year	\$ (23,261)	\$ -	\$ 1,120,542	\$ 5,465	\$ -	\$ 1,102,746

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